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ABSTRACT

This report discusses the general state of faculty compensations, and considers in some detail the prospects and special financial problems of the nation's public institutions. The discussion centers on: (1) the decline in the rate of increase in compensation; (2) the effects of inflation on ranks and types of institution, with special emphasis on public colleges and universities; (3) sources of funds for public higher education; (4) rising enrollments and costs of public higher education; and (5) long-term prospects in view of cutbacks by state and city governments. The rest of the report is devoted to tables with data on average and minimum compensation scales, lists of institutions and how they pay and rate in terms of compensation, average dollar and percentage increases in average compensation, weighted average compensation by rank, type of institution, and type of control. The appendix contains tables indicating; (1) index grades of compensation; (2) grades of average compensation and numbers of faculty by rank 1969-70; (3) average compensation for full-time faculty; (4) average salary for full-time faculty; (5) full-time faculty compensation per student equivalent; and (6) number of full-time faculty members of individual institutions with professional rank. (AF)

EDO 42410

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Committee Z:

The Annual Report on the Economic Status of the Profession, 1969-70

U.S. DEPARTMENT OF HEALTH, EDUCATION

& WELFARE

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Los Angeles, California, April 24-25, 1970

ERRATA

On pages 8 and 9 of the enclosed Annual Report on the Economic Status of the Profession, 1969-70, the bars showing the percentage growth rates in Salaries from 1968 to 1969 for the rank of Associate Professor in Public Universities (Figure IV) and Private Universities (Figure V) should be unshaded.

EDO 42410

RISING COSTS AND THE PUBLIC INSTITUTIONS

THE ANNUAL REPORT ON THE ECONOMIC STATUS OF THE PROFESSION, 1969-70¹

In addition to its usual discussion of the general state of faculty compensations, this report will consider in somewhat greater detail the prospects and special financial problems of the nation's public institutions. Having devoted an earlier report to private colleges and universities it is only appropriate to examine the issues before the institutions which provide higher education to the bulk of our students and which contain the majority

¹It is appropriate, since this is the last year of my chairmanship of Committee Z, that I, as a member of the faculty of a private institution, devote my final report to the public colleges and universities.

Let me also take this opportunity to thank all those whose efforts over the years have made this work possible, and to present my distinguished successor. If I can claim any accomplishments over the period during which I held office, surely the foremost among these is the agreement of Professor Peter Steiner of the University of Michigan to assume the chairmanship of Committee Z. He is a noted economist and statistician, and his term of office will undoubtedly be an outstanding period in the history of the Committee.

As for many years, I must try but will undoubtedly fail to express the extent of the Association's debt to Mrs. Maryse Eymonerie who is responsible for the collection, organization and analysis of the data on which most of this report is based. To me, one of the saddest aspects of my departure from the chairmanship of Committee Z is the prospect that we will no longer be associated so closely. Miss Becky Bogard who joined our staff last year rapidly mastered the intricacies of our task and has made vital contributions to this report.

I wish to acknowledge the critical role undertaken by Dr. William B. Woolf who assumed staff direction of the overall working of Committee Z, exercising the insight and patience that are essential for our work. He has made invaluable contributions in the process of the revision of the scales announced last winter, and will bear major responsibility for implementation of these changes. I would also like to give special thanks to Mrs. Elizabeth Woods, whose secretarial help has been indispensable to us.

Finally, and for the last time in print, I must express my thanks to Dr. Peggy Heim, who until this year was at the heart of our activity. She has been sorely missed. W.J.B.

of our faculty members.²

Rate of Increase in Compensations

Taking into account the rise in price level, the change in faculty compensations was scandalously small. Average compensation for all ranks this year rose 7.1 percent--a little less than last year. However, the price level increased more rapidly this year than last, so that the net effect was a very minor rise in real income. When it is recognized that the consumer price index (CPI) increased about 5.4 percent it immediately becomes clear that, in terms of real purchasing power, compensations levels grew less than 2 percent.

Figure I shows the annual change in real purchasing power of faculty compensations for the past nine years. We see at once that this net increase has declined dramatically in the past two years from an average level (1960-65) of about 4.5 percent to its current level of only 1.7 percent.

Figure II shows a similar pattern in real salary levels, using data from our biennial-survey institutions because they include much earlier figures which are comparable to current statistics for this sample group. The heights of the bars in the diagram show, for each year, the percentage by which salary levels have risen. The last bar--that for 1968-69 is comparatively tall. Indeed it is the second highest growth rate in the postwar period. However, the unshaded portion of each bar represents only the paper increases in salary--that part of the rise in salary which was needed to make up for increasing prices. The shaded segment of each bar is consequently the part that counts; we see how precipitously it has dropped. It is now smaller than it has ever been in the postwar period.

²U. S. Office of Education data indicate that about 70 percent of all students in higher education attend public institutions, and over 60 percent of all faculty members are employed by them.

The inflationary erosion anticipated in last year's Committee Z report is now very much a reality.

The decline in the rate of progress in faculty salaries is brought out even more sharply in Figure III.³ The percentage of colleges and universities that have increased faculty salaries sufficiently to achieve at least a one percent increment in real purchasing power has declined drastically. In the early years (1963-64 to 1965-66), virtually all institutions (over 90 percent of the total) met this minimal requirement. By last year, however, inflation had reduced the percentage of institutions achieving this very minimal standard to little more than 60 percent of the total. This year, only 43.1 percent of the institutions participating in our survey have managed to increase real faculty salaries by at least 1 percent! If current efforts to curb inflation prove to be ineffective there is every reason to fear that real compensations in higher education will be eroded even more drastically. The intensifying financial crisis of institutions of higher education, the cutback in federal spending and the collapse of the academic market for those seeking faculty positions, all mean that it will be difficult to secure the increases in remuneration necessary to offset the effects of rapid inflation. This makes it even more crucial to impress on administrators, boards, legislatures and Congress the magnitude of the problem and the unwillingness of faculties to be the main source of subsidy to higher education through reduced rates of growth in compensation.

³Data for last year and five years ago are taken from AAUP Bulletin, Summer, 1969, Table 4, p. 196.

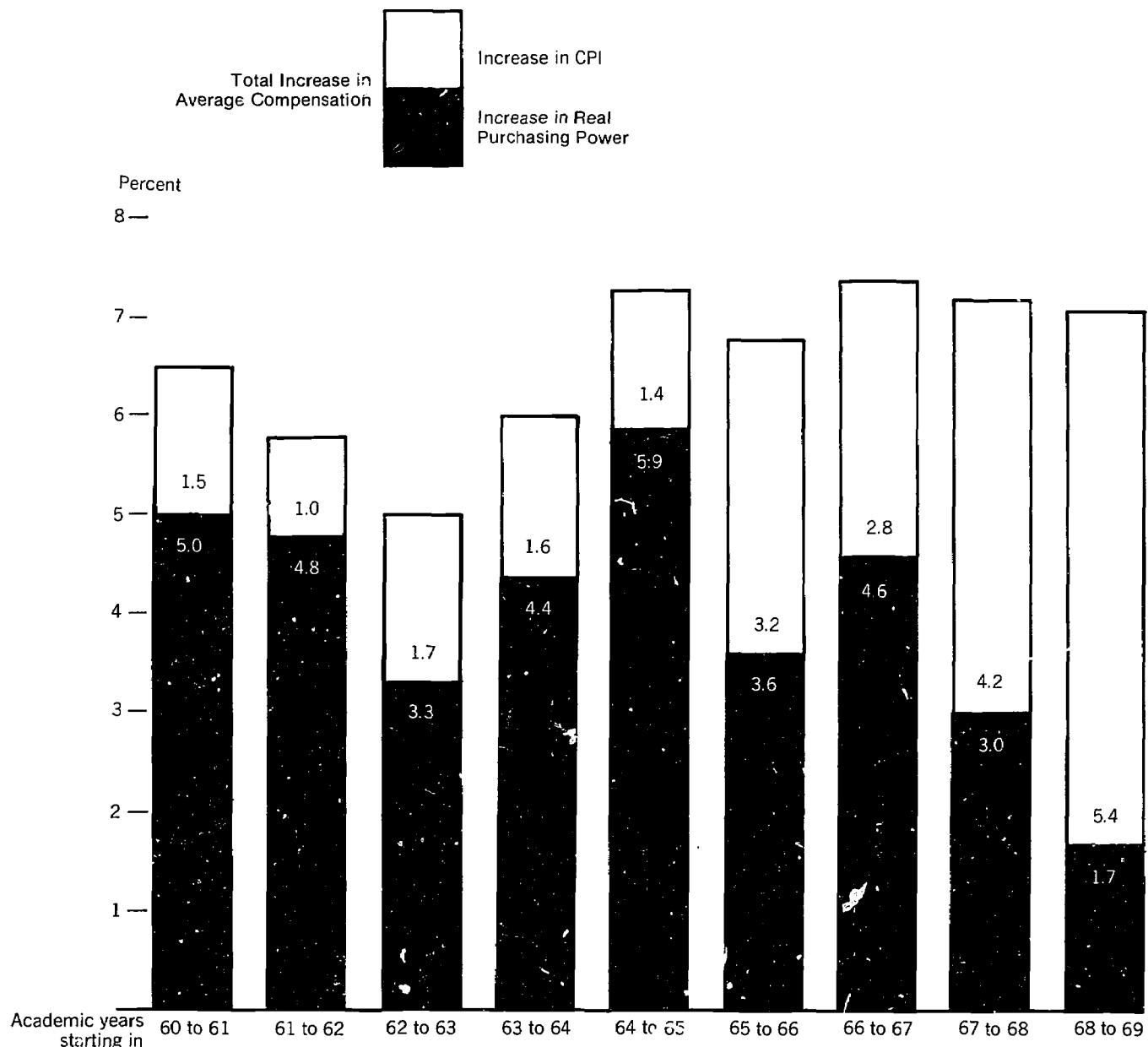


FIGURE I
GROWTH RATES OF FACULTY COMPENSATIONS
 ALL RANKS COMBINED

Average Annual Percentage Increases in Compensation, Consumer Price Index, and Real Faculty Purchasing Power, 1960-61 to 1969-70¹

¹ Data for the consumer price index obtained from Federal Reserve Bulletins. See Table 7 for Dollar and Percentage Increases in Compensation, by Rank, 1965-69.

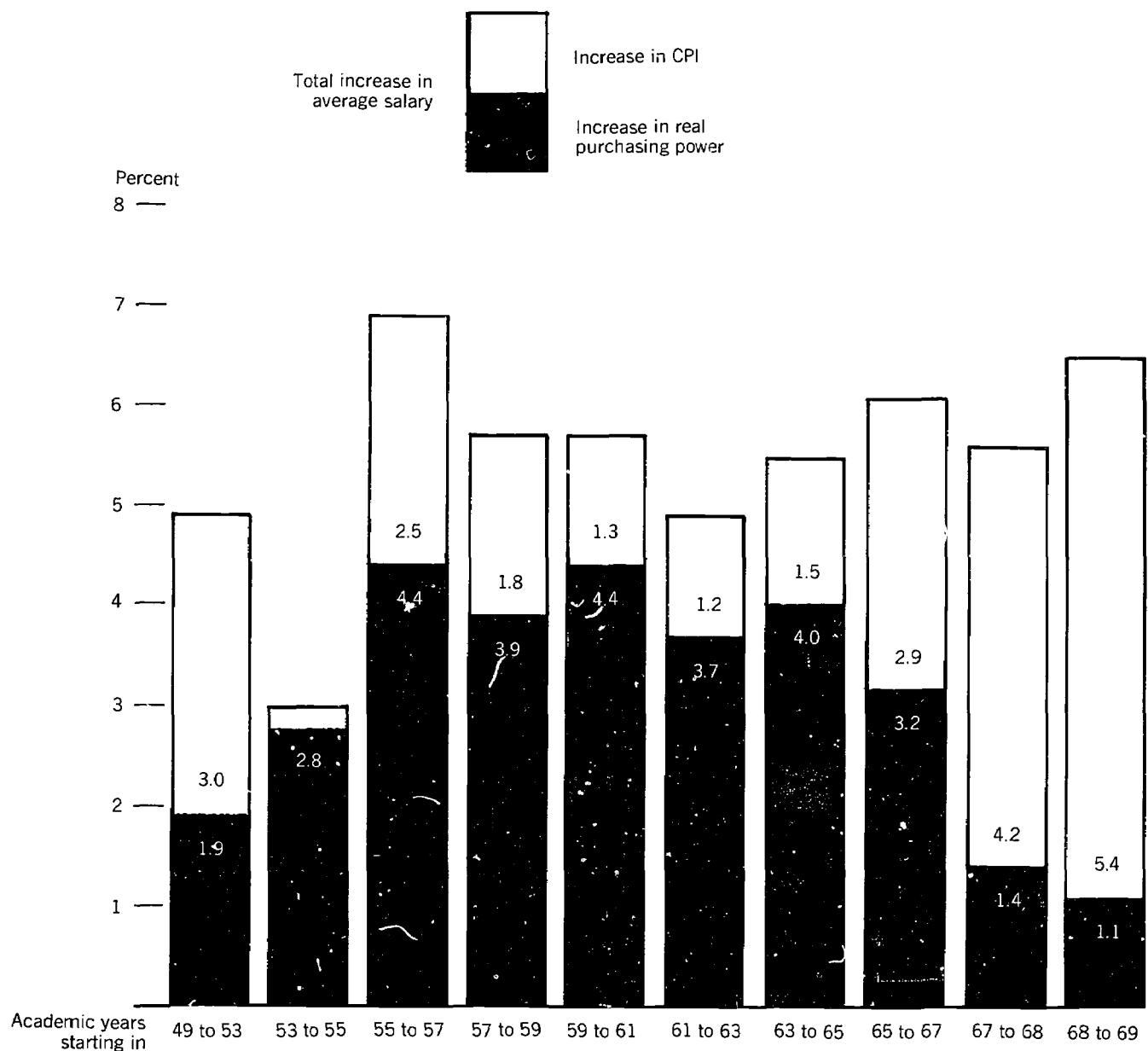


FIGURE II
PERCENTAGE GROWTH RATES OF FACULTY SALARIES
 ALL RANKS COMBINED

Average annual percentage increases in salaries, Consumer Price Index, and real faculty purchasing power, academic years starting 1949 to 1969.¹

1. Data for the Consumer Price Index obtained from Federal Reserve Bulletins. Average increases in salaries for the 36 biennial-survey institutions.

Inflationary Effects by Ranks and Type of Institution

The evidence suggests that inflationary erosion has not produced equal effects on all ranks and types of institution (see Figures IV and V). In each of these figures the rate of growth in real salaries for 1969-70, the shaded portion of the bars, is compared with the corresponding figure for a typical year (1964-65) prior to rapid inflation. We observe that in every case the rate of growth in purchasing power has declined sharply; the shaded portion of the right bar is extremely low relative to that of the left.

We see also which groups have been affected most severely: instructors in public colleges and emerging universities whose average purchasing power has grown only 0.6 percent, instructors in private universities⁴ and assistant and full professors in public and private universities, none of whom has obtained an increase in average real salary exceeding one-half of one percent. But most dramatic has been the case of associate professors in public and private universities whose average real salaries have simply not increased at all!

The figures also show that faculties at public and private universities are most seriously affected. The sharpest deceleration in faculty purchasing power has occurred in public universities. There the rise in real salary levels has been cut from about 5 percent in 1964-65 to well under 1 percent last year. Surely faculty members at these institutions have real cause for alarm.

The Case of the Public Institutions

The data suggest then that public universities are running into problems very similar to those experienced by their private counterparts. For a number

⁴The term "private" refers to non-public, independent institutions, i.e. excluding the church-related institutions.

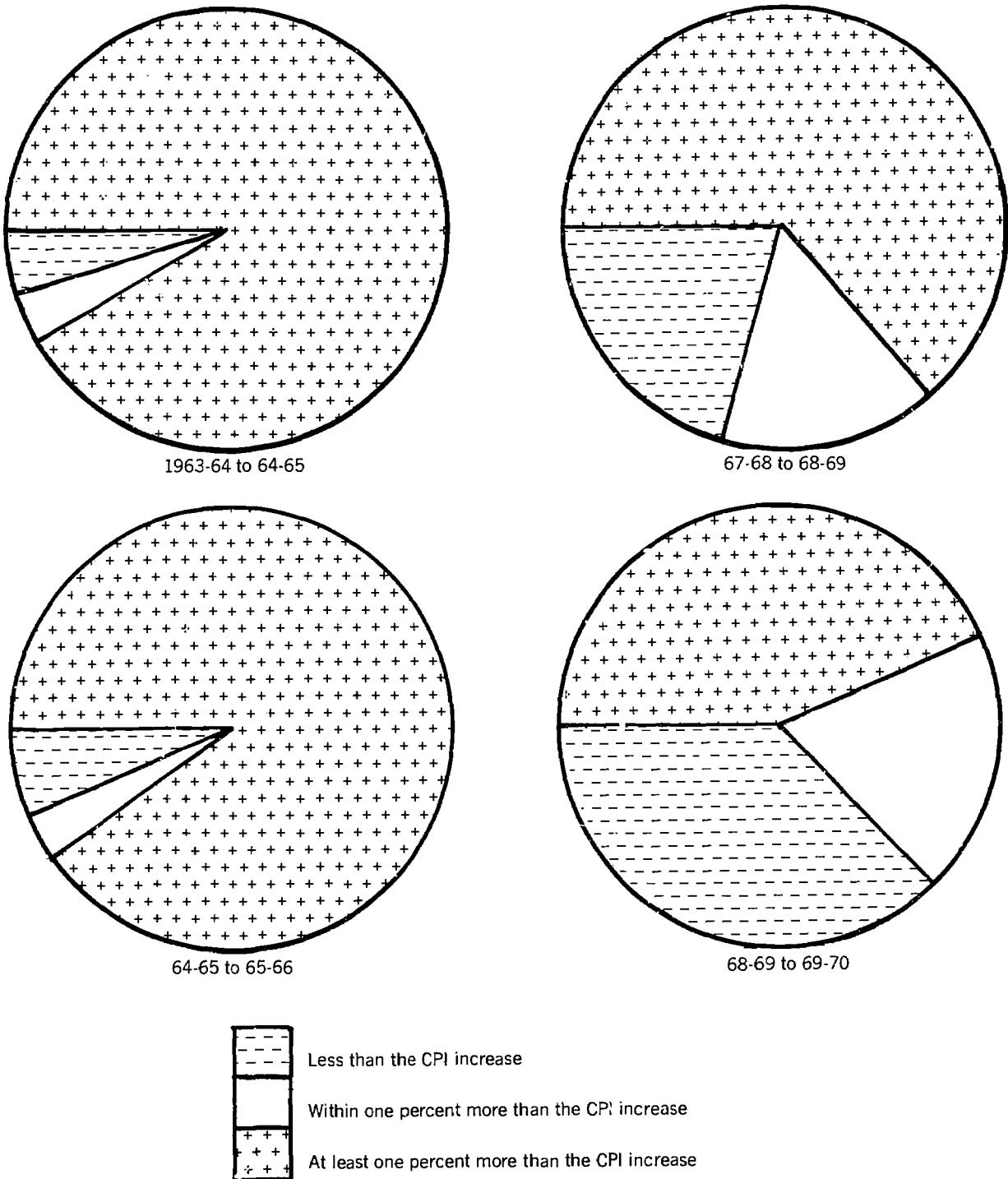
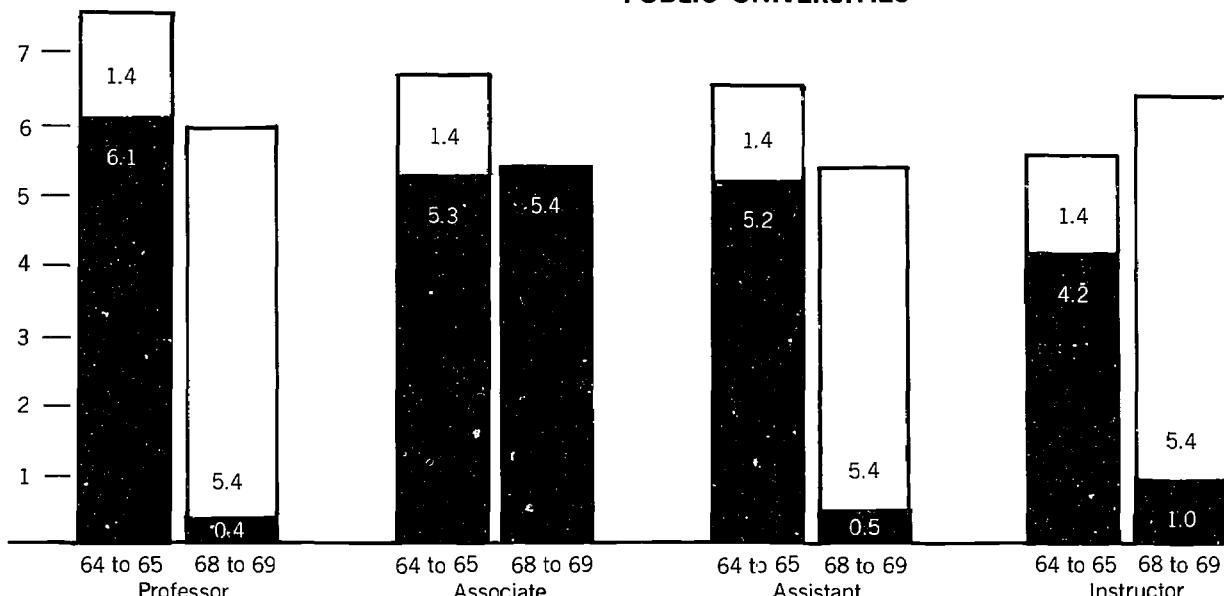
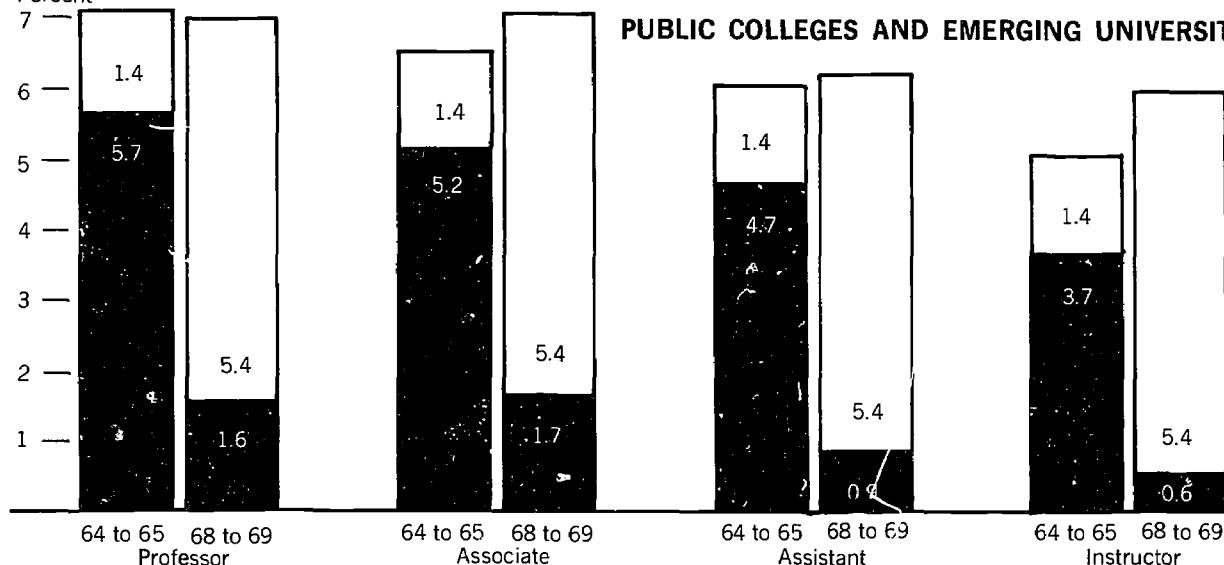


FIGURE III

PROPORTIONS OF INSTITUTIONAL INCREASES IN FACULTY SALARIES

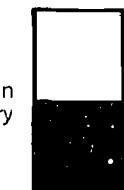
Proportions of institutions increasing faculty salaries less than the increase in the Consumer Price Index, within one percent of the increase in the CPI, and at least one percent more than the increase in the CPI, for institutions reporting comparable data.

PUBLIC UNIVERSITIES**PUBLIC COLLEGES AND EMERGING UNIVERSITIES**

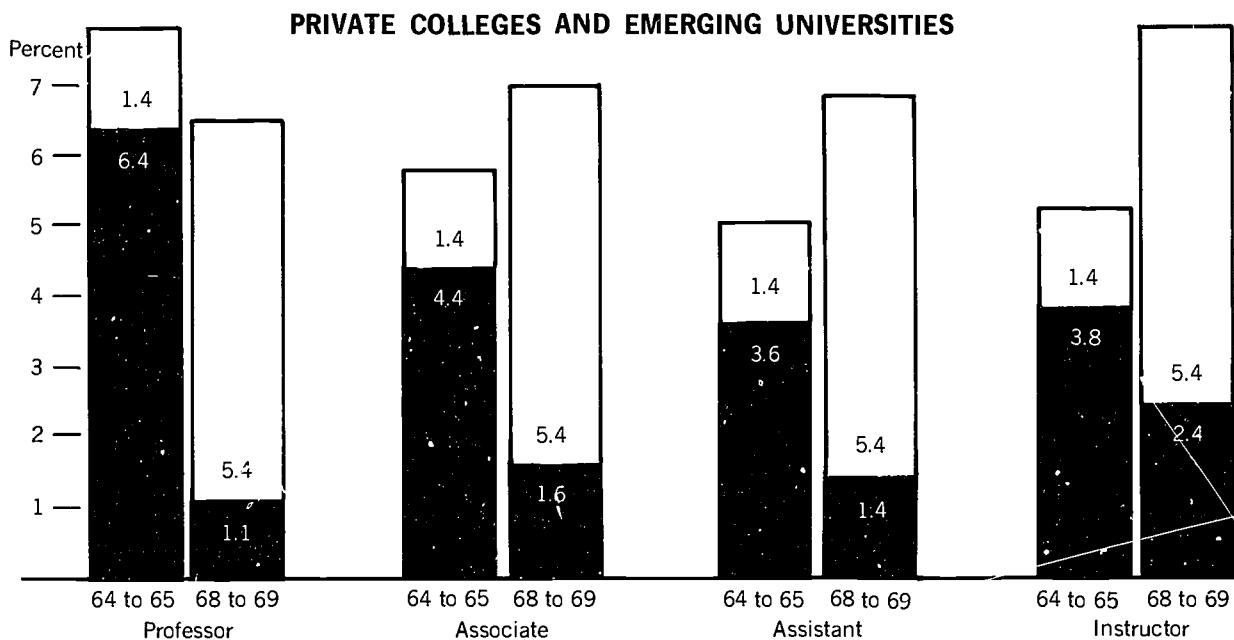
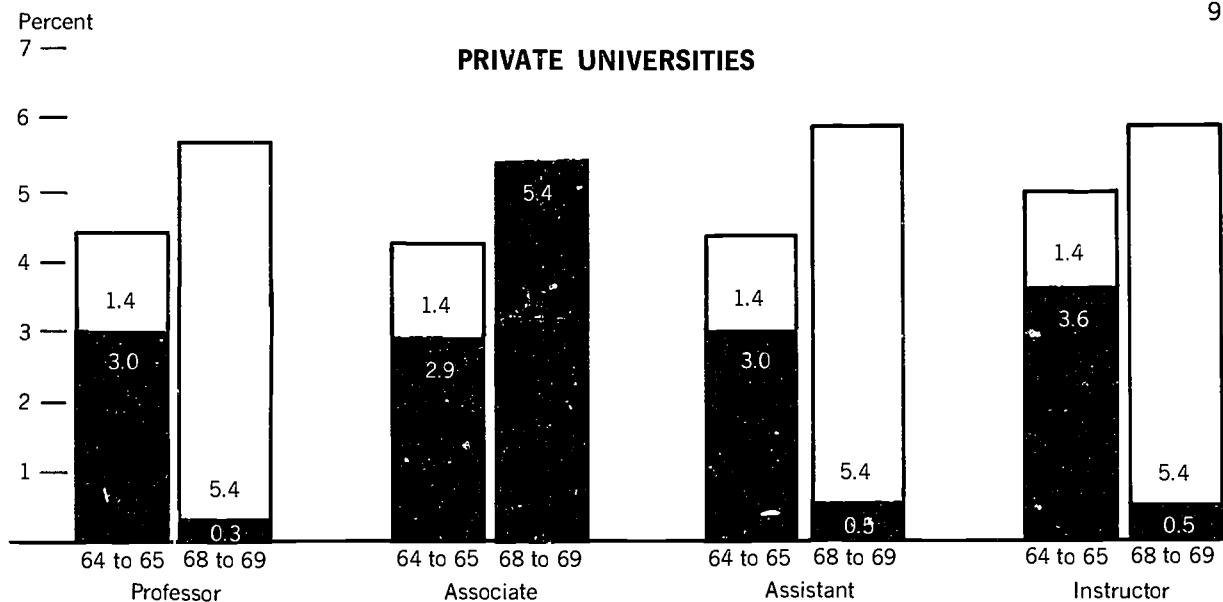
Total increase in
average salary

Increase in CPI

Increase in real
purchasing power

**FIGURE IV****PERCENTAGE GROWTH RATES OF FACULTY SALARIES**

Average annual percentage increases in salaries by rank for a constant sample of public universities, colleges, and emerging universities submitting comparable data for both periods 1964-65 to 65-66, and 68-69 to 69-70.



Total increase
in average salary



Increase in CPI

Increase in real
purchasing power

FIGURE V

PERCENTAGE GROWTH RATES OF FACULTY SALARIES

Average annual percentage increases in salaries by rank for a constant sample of private universities, colleges, and emerging universities submitting comparable data for both periods 1964-65 to 65-66, and 1968-69 to 1969-70.

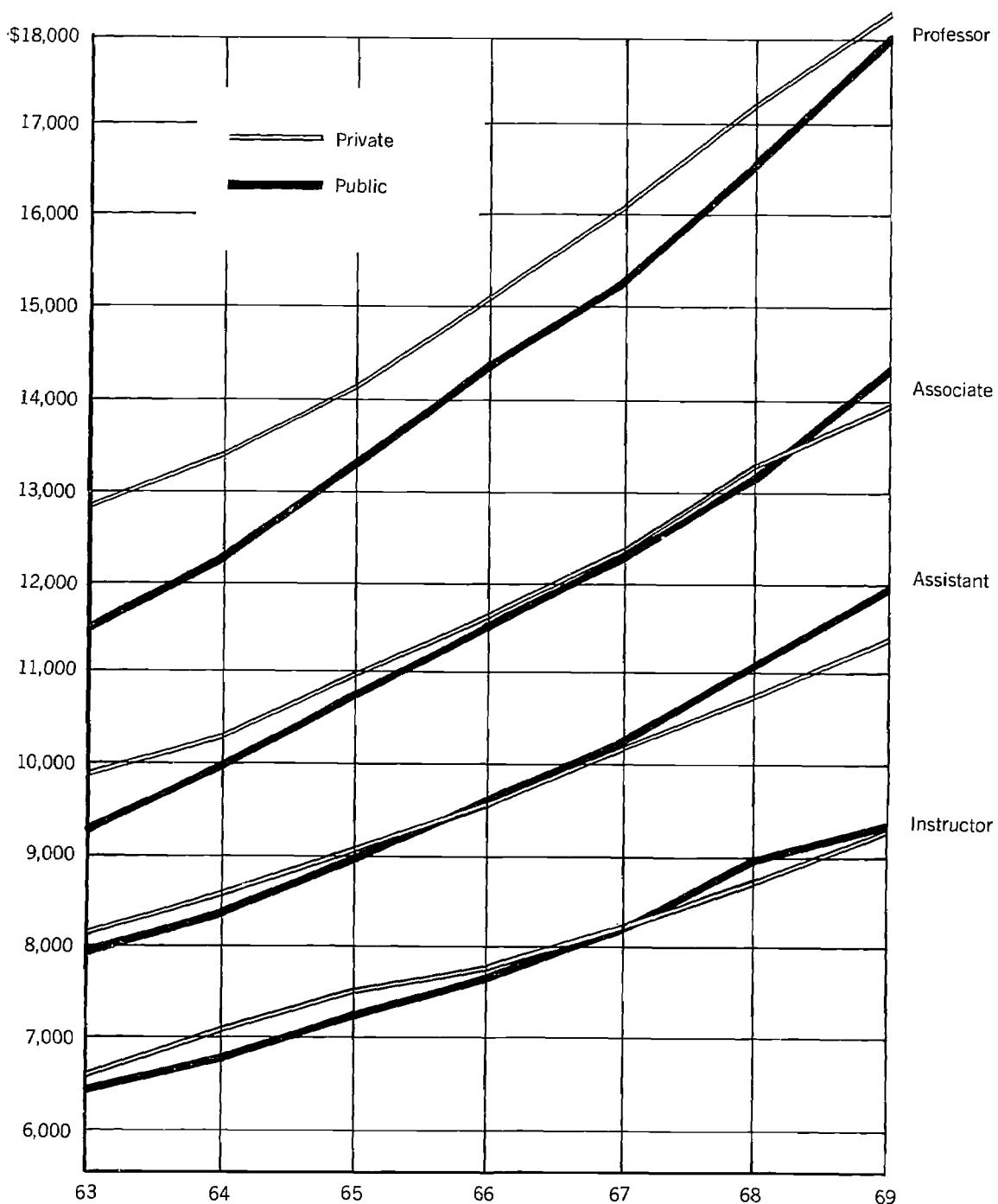


FIGURE VI
COLLEGES AND EMERGING UNIVERSITIES

Average compensation by rank for public and private colleges and emerging universities from 1963-64 to 69-70.

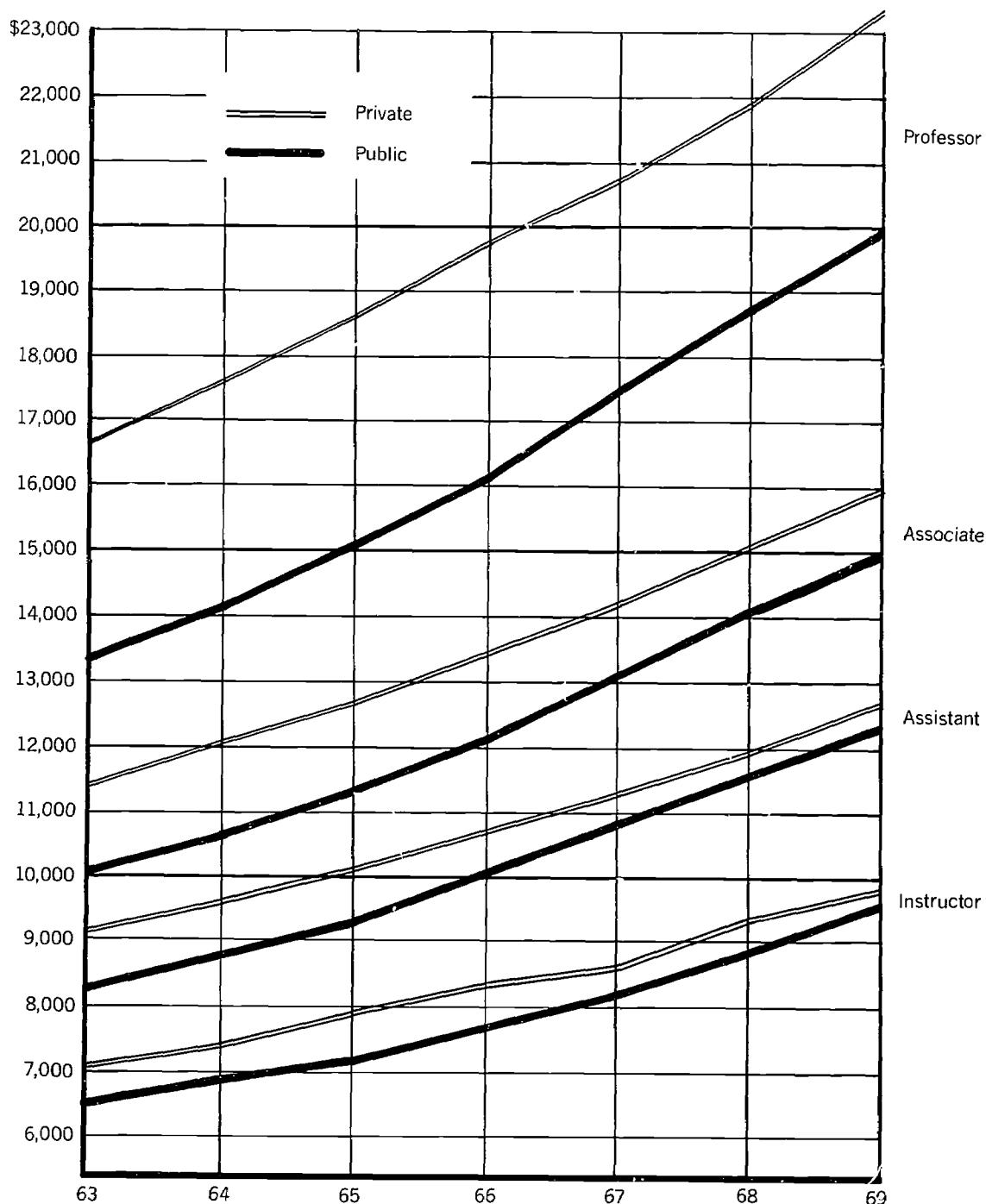


FIGURE VII
UNIVERSITIES

Average compensation by rank for public and private universities from 1963-64 to 69-70.

of years now, compensation levels at public colleges and universities have been catching up with those at private institutions. Figures VI and VII compare average compensation levels by rank in private and public colleges and universities for the past seven years. We see that for a considerable period compensation levels at the private colleges and emerging universities exceeded slightly those at their public counterparts; recently, however, the latter group has been closing the gap and, for the lower two ranks, has surpassed the former. At the universities the gap has been narrowing somewhat, but the public universities still have a way to go before they catch up.

These trends seem rather favorable to the public colleges and universities, and there might appear to be no special cause for concern. However, in the last year there has been a sudden rash of budgetary cutbacks emanating from state governments which has already begun to hurt public higher education very seriously.

For example in California the colleges and universities were required to submit 1970-71 budgets totaling nearly \$70 million less than their current budgets.⁵ In New York an expenditure ceiling has been imposed on the State University System which permits less than a 3 percent increase in expenditures--this in a year in which prices rose by some 5 percent. In Wisconsin, Colorado, North Dakota and other states, budget requests have been trimmed severely, and in Pennsylvania a nine month legislative deadlock stopped the flow of funds to the state assisted institutions of higher education, forcing them to borrow to finance day-to-day operations, at a daily interest cost adding up to thousands of dollars.⁷

⁵The Chronicle of Higher Education, October 6, 1969.

⁶State University Newsletter, Volume XVII, No. 20, March 3, 1969.

⁷News releases from the various institutions and The Chronicle of Higher Education, October 13, 1969.

It has always been recognized that the weakest element in the economics of public higher education in the United States was the vulnerability of state institutions to changes in political climate at the state capitals. However, the simultaneous tightening of budgets throughout the nation constitutes a threat of an entirely different order of magnitude. It means the educational system in one state can no longer depend on competition from other states to keep up the levels of its scholarship assistance, its faculty compensation and its overall budget. When all states act together they can manage to reduce the flow of resources to higher education far more effectively than can be done by the sporadic action of individual legislatures.

It is important, therefore, to inquire into the extent of the financial dependence of the public colleges and universities on the public sector, the reasons for the wave of cutbacks, and their implications for the future.

Sources of Funds for Public Higher Education

The portion of the overall budget of public higher education in the United States that is in fact provided by state governments is surprisingly small. The U. S. Office of Education estimates that only some 35 percent of the expenditures of the public institutions is derived from the state governments. Moreover this percentage has been declining rather steadily from some 41 percent of the total in 1959-60, to its present figure. Federal grants have, however, increased enough to make up some of the difference, having grown from 14.7 percent of the total a decade ago to 18.2 percent of overall outlays in 1969-70. It is noteworthy that private institutions today receive a larger percentage of their funds from the federal government than do the public institutions--a bit more than 25 percent of their expenditures are financed by this source.⁸

⁸Calculated from USOE data to be published in Projections of Educational Statistics to 1978-79 (hereafter referred to as USOE Proj.).

The public colleges and universities also obtain money from private philanthropy. The Council for Financial Aid to Education reports that state and municipal colleges and universities received about 240 million dollars from this source in 1967-68, while private institutions obtained over one billion dollars from private giving. While donations to private colleges and universities all rose over the level of the preceding year, private contributions to public institutions actually declined.⁹

The public institutions have had to make up for these lags in their funding by increasing tuitions. The National Association of State Universities and Land-Grant Colleges reports that over the six year period from 1963-64 through 1968-69, tuition, fees, room and board charged to students by its member institutions increased by 38 percent.¹⁰ One may confidently expect that these fees will now begin to increase even more rapidly. However, the students and their parents are not likely to acquiesce quietly. We have already seen manifestations of resistance which, in the present period of student unrest, cannot always be counted on to be pacific.

In short, while state governments provide considerably less than half the funds used to operate our public colleges and universities, other sources of funding are not very flexible. As a result, a cut in financing by the states is not easily made up from elsewhere and can have very serious effects upon the operations of public higher education.

⁹Press release, Council for Financial Aid to Education, July 25, 1969.

¹⁰FYI . . . for your information, circular number 143, National Association of State Universities and Land-Grant Colleges, September 28, 1969.

Rising Enrollments and Costs of Public Higher Education

Over the last decade the rapid growth of enrollment in higher education has been largely absorbed by publicly-controlled institutions. From the fall of 1963 to the fall of 1968, the number of freshmen in all institutions increased 55.7 percent; among public institutions, the corresponding increase was 74.8 percent. In 1963 about 63 percent of the student population was enrolled in public institutions; by 1978 this figure is expected to have risen to about 76 percent.¹¹

Although the bulk of the students contributed by the post-war baby boom has already been absorbed at the undergraduate level, it is expected that the college age group will continue to grow. While it is not expected to continue expanding at as great a rate (about 50 percent in the past decade)¹² the increase in the percentage of the 18-21 year old group going to college will compensate for some of the slowing of the population growth.

The increase in undergraduate enrollments at public institutions has been accompanied by an even more rapid percentage expansion in their graduate programs. This is significant because graduate teaching is far more expensive than undergraduate instruction, as a result of the smaller class size, more specialized library, and more expensive technical equipment required by the former.

Data suggest that public institutions have absorbed more than their share of these high cost students. The U. S. Office of Education reports that in the five-year period 1963 to 1968 overall graduate student enrollment increased 65.5 percent; for public institutions, the increase was 89.9 percent. In 1963 public universities enrolled 57.5 percent of all graduate students

¹¹From USOE Proj.

¹²Calculated from Current Population Reports, P-25, No. 381, published by the Department of Commerce.

while by 1968, this figure had risen to 66.0 percent. The USOE data suggest that this figure may reach 74.8 percent by 1978.¹³

Another notable development in the public sector of higher education is the rapid expansion of two-year institutions, not only in terms of enrollments, but also in terms of the number of institutions. Of the students enrolled at two-year colleges, 90.6 percent attend public institutions. From 1963 to 1968 two-year institutions increased their enrollment 106.4 percent while the increase for the public ones was 112.1 percent.¹⁴ The increase in the number of institutions has reflected the growth in student bodies. Public two-year institutions increased in number from 503 in 1965 to 739 in 1968, a growth of nearly 50 percent.¹⁵

The growth in the number of students thus accounts for a substantial portion of the rising outlays of public higher education. Paradoxically, the rise in the numbers of students, undergraduate and graduate, has in one way yielded relative financial benefits to the public sector of higher education. In our earlier report on the problems of private institutions it was emphasized that a prime source of financial difficulties is the relatively slow change in the visible productivity of their faculty members. In industry, rising compensation levels are offset to a considerable degree by the increasing volume of output per man-hour. In private universities where the number of students per man-hour of instruction has not risen materially, all of the recent increase in faculty compensations has had to be absorbed in the cost of education. As a result, cost of education per student has risen cumulat-

¹³From USOE Proj.

¹⁴Ibid.

¹⁵Calculated from an unpublished analysis of the 1969 Junior College Directory.

ively at the enormous rate of about 7 percent over the post-war period¹⁶=about 5 percent more rapidly than the increase in the price level.

In the public institutions this source of difficulty has been offset by two phenomena, each stemming in part from rising enrollments. The growth in the undergraduate body has led to increases in class size and hence to an increase in number of students "processed" per man-hour of teaching. Second, the growth in the graduate programs has made for far greater reliance on graduate assistants than one finds in the private institutions. A study by the Institute of Higher Education at the University of Georgia indicates that among private institutions in their sample some 7 percent of the faculty time was contributed by graduate assistants while at the public institutions, the figure was twice as high.¹⁷ Obviously, the lower compensation levels paid to these student-teachers serve to relieve the budgetary pressures facing the public universities.

As a consequence, cost per student at public colleges and universities has not gone up by nearly as much as the corresponding figure for the private sector. This is not to say that the rise in cost per student at public institutions has been insignificant. Over the decade ending in 1968-69 this figure grew 22 percent in purchasing power terms;¹⁸ that is, it increased that much in addition to the rise that is attributable to the general price level.

This implies that the public institutions must ultimately run into cost problems very similar to those that plague the private ones. However, it

¹⁶Bowen, W. G., "Economic Pressures on the Major Private Universities," in Joint Economic Committee, Congress of the United States, The Economics and Financing of Higher Education in the United States, U. S. Government Printing Office, Washington, 1969.

¹⁷Bolin, John G. and McMurrain, Tom, Student-Faculty Ratios in Higher Education, Institute of Higher Education, Athens, Georgia, 1969.

¹⁸From USOE Proj.

also helps to explain why the financial crisis seems to have struck the state and municipal colleges and universities a bit later than it hit their private counterparts.

Cutbacks by State and City Governments--Long Term Prospects

Obviously, an immediate source of the current difficulties besetting public higher education is the cutback in spending by state and local governments. It is all too easy to attribute this development to backlash--to legislative resentment of student unrest and manifestations of radicalism on campus. No doubt these manifestations made the cutbacks easier, but there is another source underlying this change. If political developments on campus were the only reason for budgetary restrictions, one might more easily be led to hope that they will prove fairly temporary. However, economic pressures that have contributed to the funding restrictions are, unfortunately, likely to be with us for a long time to come.

The problem is that state and city governments themselves have been subject to budgetary pressures that have mounted cumulatively. Their trouble lies in the relative inelasticity of their revenues, the lack of new revenue sources, and the very rapid growth in their costs. The cost structure of the services provided by state and local governments is very similar to that of the colleges and universities. Indeed, in the case of elementary education, one of the largest single items in their overall budgets, the analogy is perfectly obvious. But welfare, police and fire protection, and library services are also services in which the productivity of labor is not easily increased. As a result, as wages in these activities move along with those in the rest of the economy (though perhaps not as rapidly) the costs of the public services rise at a greater rate than costs in the economy generally because of the absence of productivity offsets. For example, over the post-

war period costs of elementary education per pupil day increased nearly 7 percent per year compounded--during a period when the wholesale price index was increasing only about one and one-half percent a year.¹⁹

State and municipal governments are, however, extremely reluctant to raise taxes sufficiently to keep abreast of their rapidly growing costs. There is no reason to expect this problem to be a temporary phenomenon--to expect local revenues to expand more rapidly or costs more slowly than heretofore. Unless it is made clear to legislatures and administrations that the general public and the community of higher education are not prepared to acquiesce in a progressive deterioration in educational standards, it will be all too easy for the public colleges and universities to become the victim of these fiscal trends.

Conclusion and General Outlook

In the next decade higher education in general and the public institutions in particular face a set of serious economic threats. The job market for graduate students has shrunk precipitously and there is little reason to expect it to revive substantially in the foreseeable future.²⁰ The private institutions find their costs mounting more quickly than their sources of support are expanding.²¹ The costs of private universities have been trebling every decade in the post-war period and any extrapolation of this trend produces a frightening picture for the future. The public institutions, which have borne the brunt of the increased demand for higher education, face

¹⁹Bradford, D. F., Malt, R. A., and Oates, W. E., "The Rising Cost of Local Public Services: Some Evidence and Reflections," National Tax Journal, Volume XXII, June, 1969.

²⁰Carter, Allan M., and Farrell, Robert L., "Academic Labor Market Projections and the Draft," in Joint Economic Committee, op.cit.

²¹Bowen, op.cit.

legislatures which may show increasing resistance to their financial requests and a federal government which at present seems little inclined to take up the slack.

In the long run, it is these pressures, and not the current inflation, that constitute the main source of danger to higher education. These problems are clearly formidable. Without substantial federal assistance they may well prove disastrous. It will no doubt take an enormous outlay of effort to assure the flow of funds necessary to protect the quality of the educational system, to assure adequate support for students who need it, and to provide equitable compensation to faculty members.

A Word on the New Compensation Scales

Before closing our discussion it is no doubt desirable to discuss briefly Committee Z's new compensation scales which were described in detail in the AAUP Bulletin, Winter, 1969. As observed there, our current grading system has fallen victim to planned obsolescence. By offering increased grades to institutions in which compensations increased with reasonable rapidity we ended up with a vast preponderance of colleges and universities grading C and above. Moreover, the old scales no longer offered any significant incentive for improved compensations in lower faculty ranks.

We decided after long deliberation and much consultation to adopt an approach completely different from that utilized currently. We will henceforth base our ratings of institutional accomplishment on the actual distribution of compensation levels. There will be ten ratings for each of three categories of institutions, providing for much greater differentiation among institutions. The figures used in any given year's scale will then represent the most recently available data on this distribution projected forward at an appropriate rate. This year we are again using for this purpose the rate of

growth in per capita personal income. That is, since in 1969-70 the 90th percentile of average compensation for assistant professors in participating institutions in Category I was \$13,220, and since per capita personal income rose 7.5 percent from 1968 to 1969, the compensation level needed to qualify for a rating of 1 in Category I in 1971-72 is \$15,280; i.e., the 1969-70 figure taken from the decile distribution by number of institutions of average compensation compounded at an annual rate of 7.5 percent over a two-year period. Many other modifications were also incorporated into our procedures but this is the basic idea underlying the construction of the new scales.

It should be emphasized that projection of compensation levels at a rate equal to the growth in per capita personal income does not merely make up for changes in price level. It provides us with a standard which calls for academic compensations that share fully in the growing productivity of the economy as a whole. It may seem paradoxical, having stated earlier that there has been little increase in visible productivity by college professors, that one should call for an increase in their compensation levels based on the growth of productivity in the economy as a whole. However, it is surely obvious that the bulk of the increase in the productivity in the economy must be traced ultimately to the new ideas and knowledge which have their origins in our colleges and universities.

We have, of course, had very little experience with the workings of our new scales. There have been some suggestions--most notably that one of the categories of institutions (Category II) is too large and heterogeneous, and that the scales provide no very top rating which can serve as a demanding standard of accomplishment which even the most outstanding institutions must struggle to maintain. We are currently working to fill this gap.

The data from this year's survey provide evidence which supports the method of construction of the new scales. As already noted, the 1971-72 scales were computed by increasing the actual 1969-70 deciles at a compounded annual rate of 7.5 percent. Over the past year the overall increase in average compensations was about 7 percent. This suggests that we have set a standard which, while realistic, served as a demanding goal for institutions to meet.

William J. Baumol
Maryse Eymonerie

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NOTE

Institutions with meritorious compensation levels: Tables 4 and 5 give the names of colleges and universities whose performance in terms of average compensation is outstanding in at least some respect. Their accomplishment should serve to set standards for other institutions to emulate.

Table 4 shows which institutions offered the highest overall average compensation levels. Institutions with average compensation (for all ranks combined) of \$12,500 and more are included. In reading these average compensation figures, it must be emphasized that they are likely to be affected by a number of peripheral influences. For example, the average figure can be depressed by the expansion of an institution which brings new faculty members in from the outside, either predominantly at the lower ranks or at the minimum salaries for their ranks. Moreover, in a number of universities a significant proportion of the undergraduate instruction is conducted by part-time (graduate student) teaching assistants who are not classified as faculty members. Their compensations are not included in the average figures, which therefore over-state the typical remuneration of those who carry the teaching burden.

Table 5 gives the names of the 20 institutions whose outlay for faculty compensation (salary plus benefits) per student was largest. It is clear that this table includes many of the liberal arts colleges noted for the careful education they provide to students. The presence of a larger university on the list may sometimes suggest that an extraordinary level of effort and expense is devoted to the training of each of its students; it may, on the other hand, reflect widespread research activities and an extensive graduate program, which is characteristically more expensive than undergraduate teaching instruction.

The table "Index of Progress" - Institutions Showing Highest Weighted Percentage Increase in Average Compensation for All Ranks, 1969-70 as Compared with 1967-68, which lists the top five percent and next five percent of institutions reporting comparable data for both years will be published in the AAUP Bulletin, Summer 1970.

Table 1a: Average Compensation Scale, 1969-70

	AA	A	B	C	D	E	F
Professor	\$28,490	\$22,680	\$17,940	\$14,350	\$11,500	\$ 9,500	\$ 8,440
Assoc. Prof.	16,350	14,240	12,560	10,970	9,500	8,340	7,600
Ass't. Prof.	12,600	11,290	10,090	9,050	8,190	7,490	6,960
Instructor	9,500	8,760	8,100	7,530	7,050	6,650	6,330

Table 1b: Minimum Compensation Scale, 1969-70

	AA	A	B	C	D	E	F
Professor	\$18,820	\$15,790	\$13,150	\$10,990	\$ 9,260	\$ 7,970	\$ 7,120
Assoc. Prof.	13,710	11,890	10,290	8,910	7,800	6,920	6,290
Ass't. Prof.	10,180	9,060	8,070	7,240	6,530	5,980	5,560
Instructor	7,660	7,050	6,540	6,090	5,690	5,340	5,180

Table 2

1970-71 Average Compensation Rating Scales
(9-Month Basis, Fringe Benefits Included)

	1	2	3	4	5	6	7	8	9*
CATEGORY I									
Professor									
Professor	\$25,740	\$24,580	\$23,410	\$22,530	\$21,650	\$20,980	\$20,310	\$19,140	\$17,970
Associate Professor	17,990	17,650	17,310	16,880	16,440	15,940	15,440	15,080	14,710
Assistant Professor	14,550	14,150	13,750	13,550	13,350	13,060	12,760	12,580	12,400
Instructor	11,460	11,200	10,940	10,560	10,170	10,030	9,890	9,650	9,410
CATEGORY II									
Professor									
Professor	21,580	20,210	18,840	17,890	16,930	16,440	15,950	14,810	13,660
Associate Professor	16,580	15,850	15,120	14,600	14,070	13,600	13,130	12,450	11,760
Assistant Professor	13,540	13,070	12,600	12,220	11,840	11,530	11,210	10,770	10,320
Instructor	10,990	10,620	10,240	10,000	9,760	9,540	9,310	9,010	8,710
CATEGORY III									
Professor									
Professor	21,330	19,860	18,390	17,510	16,620	15,890	15,160	14,350	13,530
Associate Professor	18,020	16,900	15,770	15,360	14,940	14,350	13,750	13,010	12,270
Assistant Professor	15,350	14,300	13,250	12,960	12,660	12,170	11,680	11,250	10,810
Instructor	12,910	12,210	11,510	11,050	10,580	10,220	9,850	9,550	9,250

NOTE: Category I includes (1) Institutions which have a minimum of two professional schools, which offer the doctorate degree, and which conferred in the most recent three years an annual average of 15 or more earned doctorates covering a minimum of three non-related disciplines and (2) the major public university within each state even though it does not meet the above criteria. Category II includes institutions granting the baccalaureate degree or higher but not included in Category I. Category III includes two-year institutions. The rank of Lecturer should be rated with the Instructor's scale.

*Compensation figures less than those in the "9" column of the appropriate scale should be rated as "10".

TABLE 3

1971-72 RATING SCALES FOR
AVERAGE COMPENSATION (SALARY PLUS FRINGE BENEFITS)

9-Month Basis

	1	2	3	4	5	6	7	8	9*
CATEGORY I									
Professor									
Professor	\$27,700	\$26,350	\$24,980	\$23,760	\$22,520	\$21,750	\$20,970	\$19,900	\$18,810
Associate Professor	19,300	18,730	18,170	17,670	17,170	16,830	16,470	15,880	15,280
Assistant Professor	15,280	14,950	14,620	14,390	14,160	13,890	13,610	12,640	11,660
Instructor	12,280	11,850	11,390	11,080	10,760	10,560	10,370	10,110	9,860
CATEGORY II									
Professor									
Professor	22,620	21,240	19,850	18,850	17,840	17,290	16,740	15,620	14,500
Associate Professor	17,360	16,580	15,810	15,300	14,790	14,320	13,840	13,170	12,490
Assistant Professor	14,250	13,710	13,160	12,830	12,480	12,120	11,750	11,290	10,820
Instructor	11,680	11,220	10,760	10,500	10,250	10,030	9,800	9,460	9,130
CATEGORY III									
Professor									
Professor	23,560	22,040	20,500	19,190	17,880	16,940	16,010	15,160	14,310
Associate Professor	20,560	18,690	16,800	16,200	15,600	14,790	13,980	13,310	12,630
Assistant Professor	16,860	15,540	14,230	13,730	13,220	12,630	12,030	11,660	11,280
Instructor	13,900	12,920	11,940	11,530	11,130	10,630	10,130	9,790	9,440

NOTE: Category I includes (1) Institutions which have a minimum of two professional schools, which offer the doctorate degree, and which conferred in the most recent three years an annual average of 15 or more earned doctorates covering a minimum of three non-related disciplines and (2) the major public university within each state even though it does not meet the above criteria. Category II includes institutions granting the baccalaureate degree or higher but not included in Category I. Category III includes two-year institutions. The rank of Lecturer should be rated with the Instructor's scale.

*Compensation figures less than those in the "9" column of the appropriate scale should be rated as "10".

Table 4

How Institutions Pay

Names of Institutions Listed In Descending Order

of Average Compensations of \$12.500 and Above for Full-time Faculty Members

1969-70

(Where Data are Authorized for Publication)

<u>\$22,000 to \$22,499</u>	<u>\$17,500 to \$17,999</u> (Continued)	
New School for Soc. Res.	\$22,175	Duke University \$17,937
<u>\$21,000 to \$21,499</u>		Princeton University 17,935
Harvard University	21,100	Union Theological Seminary 17,886
<u>\$20,500 to \$20,999</u>		U.S. Naval Postgrad. Sch. 17,788
CUNY-Hunter College	20,937	Brown University 17,776
CUNY-City College	20,918	CUNY-York College 17,752
CUNY-Bernard M. Baruch Coll.	20,700	State Univ. of N.Y. at Buffalo 17,723
CUNY-Brooklyn College	20,508	University of Pennsylvania 17,672
<u>\$20,000 to \$20,499</u>		University of Michigan 17,560
California Inst. of Tech.	20,410	<u>\$17,000 to \$17,499</u>
<u>\$19,500 to \$19,999</u>		State Univ. of N.Y. at Binghamton 17,453
CUNY-Queens College	19,817	Princeton Theological Seminary 17,403
University of Chicago	19,639	Amherst College 17,383
<u>\$19,000 to \$19,499</u>		State Univ. of N.Y. at Stony Brook 17,374
Claremont Grad. School & University Center	19,467	Air Force Inst. of Tech. 17,272
Yale University	19,458	Teachers Coll. (Columbia) 17,256
Stanford University	19,320	
CUNY-Herbert H. Lehman Coll.	19,265	<u>\$16,500 to \$16,999</u>
Johns Hopkins University	19,111	State Univ. of N.Y. at Albany 16,993
<u>\$18,500 to \$18,999</u>		Wesleyan University 16,976
Massachusetts Inst. of Tech.	18,896	Brandeis University 16,821
CUNY-John Jay College of Criminal Justice	18,820	University of Virginia 16,805
Northwestern University	18,767	Vanderbilt University 16,780
<u>\$18,000 to \$18,499</u>		University of California 16,666
CUNY-N.Y. City Comm. Coll.	18,349	Rice University 16,614
Columbia University	18,321	CUNY-Staten Island Comm. Coll. 16,604
Cornell University	18,140	U.S. Naval Academy 16,581
<u>\$17,500 to \$17,999</u>		<u>\$16,000 to \$16,499</u>
University of Rochester	17,977	CUNY-Bronx Comm. Coll. 16,469
Hebrew Union Coll. (Ohio)	17,958	Washington Univ. (Mo.) 16,404
		University of Iowa 16,391
		Dartmouth College 16,322
		CUNY-Queensborough Comm. Coll. 16,301
		New York University 16,254
		Fashion Inst. of Tech. 16,194

¹Chapter Poll

\$16,000 to \$16,499 (Continued)

Rockefeller University
 Case Western Reserve
 Rutgers State Univ.
 University of Texas
 George Washington Univ.
 Newark College of Engrg.
 Univ. of Minnesota
 Purdue University
 Univ. of Connecticut

\$16,187
 16,182
 16,173
 16,171
 16,116
 16,088
 16,049
 16,045
 16,030

\$15,500 to \$15,999

Haverford College
 San Jose State College
 Univ. of Washington
 Indiana University
 University of Illinois
 Yeshiva University
 Clark University
 D.C. Teachers College
 San Francisco State Coll.
 Colgate University
 Oberlin College
 CUNY-Kingsborough Comm. Coll.
 SUNY-College at Fredonia
 Syracuse University
 University of Hawaii
 SUNY-Maritime College
 Davidson College
 CUNY-Borough of Manhattan Coll.
 Michigan State Univ.

\$15,946
 15,942
 15,870
 15,802
 15,798
 15,792
 15,784
 15,763
 15,763
 15,758
 16,651
 15,621
 15,603
 15,578
 15,575
 15,569
 15,566
 15,550
 15,526

\$15,000 to \$15,499

Washington & Lee Univ.
 Williams College
 Temple University
 Swarthmore College
 Univ. of Mass. (Amherst)
 Rensselaer Poly. Inst.
 Macalester College
 Wellesley College
 Lehigh University
 Univ. of N.C. (Chapel Hill)
 Babson Institute
 Tulane University
 City Coll. of San Francisco
 San Diego State Coll.
 Parsons College
 University of Miami
 University of Kentucky
 Sacramento State Coll.
 Sarah Lawrence College
 Clarkson Coll. of Technology
 SUNY-College at Brockport
 SUNY-College at Oswego

15,493
 15,452
 15,431
 15,427
 15,420
 15,383
 15,376
 15,365
 15,346
 15,345
 15,285
 15,272
 15,234
 15,229
 15,214
 15,202
 15,190
 15,180
 15,175
 15,155
 15,153
 15,144

\$15,000 to \$15,499 (Continued)

Calif. St. Coll. at Los Angeles
 American University
 Franklin & Marshall Coll.
 Wayne State Univ.

\$15,128
 15,098
 15,038
 15,035

\$14,500 to \$14,999

U.S. Merchant Marine Acad.
 Bryn Mawr College
 University of Oregon
 Fresno State College
 Harvey Mudd College
 Florida Presbyterian Coll.
 SUNY-College at Buffalo
 Monterey Peninsula Coll.
 University of Utah
 U.S. Coast Guard Academy
 University of Wisconsin
 Worcester Poly. Inst.
 Stevens Inst. of Technology
 University of Cincinnati
 Tufts University
 El Camino College District
 University of Pittsburgh
 Calif. State Coll. at

14,999
 14,992
 14,980
 14,979
 14,970
 14,956
 14,956
 14,935
 14,921
 14,919
 14,894
 14,886
 14,865
 14,85¹
 14,821
 14,810
 14,808

Long Beach
 SUNY-College at New Paltz
 Chicago City College
 Iowa State University
 SUNY-College at Cortland
 Texas Agr. & Mech. Univ.
 SUNY-College at Geneseo
 Georgia Inst. of Tech.

14,807

Smith College
 Calif. State Coll. at Hayward

14,649

Ohio State University

14,645

Illinois Inst. of Technology

14,643

Mount Holyoke College

14,634

Washington State Univ.

14,624

Chico State College

14,619

Nassau Community Coll.

14,615

SUNY-College at Plattsburgh

14,606

Pomona College

14,595

Carleton College

14,591

Calif. State Coll. at Fullerton

14,577

Newark State College

14,560

University of Houston

14,557

Rose Polytechnic Institute

14,557

Joliet Jr. College

14,551

University of Arizona

14,543

Union College & University

14,543

SUNY-College at Potsdam

14,535

Paterson State Coll.

14,533

Lake Forest College

14,526

Arizona St. University

14,521

Boston College

14,521

University of Georgia

14,517

\$14,000 to \$14,499

University of Kansas
 University of Alaska
 California St. Poly. Coll.
 (San Luis Obispo)
 Boston University
 Kalamazoo College
 Knox College
 Pasadena City College
 University of Colorado
 Vassar College
 New College
 Canal Zone College
 Univ. of New Hampshire
 Univ. of Notre Dame
 Northern Illinois Univ.
 Kent State University
 Hamilton College
 Michigan Technological Univ.
 Occidental College
 SUNY-College at Oneonta
 Lawrence University
 Orange Coast College
 Hamline University
 Georgetown University
 San Fernando Valley St. Coll.
 Oakland University
 Emory University
 Glassboro State College
 L.A. City Jr. Coll. Dist.
 Calif. St. Poly. Coll. (Pomona)
 *University of Rhode Island
 Miami University (Ohio)
 Long Island University
 Montclair State College
 Palomar Junior College
 San Bernardino St. College
 Cleveland State Univ.
 Diablo Valley College
 Humboldt State College
 Drexel Inst. of Tech.
 University of Toledo
 Los Rios Jr. Coll. Dist.
 Alma College
 Scripps College
 Claremont Men's College
 Southern Illinois Univ.
 University of the South
 Grossmont Junior College
 Eisenhower College
 University of Nebraska
 Contra Costa College
 Cooper Union
 Stanislaus State College
 Florida State University
 *Colby College

\$14,000 to \$14,499 (Continued)

\$14,479	Eastern Illinois Univ.	14,017
14,477	Grinnell College	14,003
14,474	<u>\$13,500 to \$13,999</u>	
14,472	Sonoma State College	13,989
14,465	DePauw University	13,984
14,465	Bowdoin College	13,982
14,450	Catholic Univ. of America	13,964
14,449	SUNY-Agr. & Tech. Coll. at Farmingdale	13,961
14,446	Oregon State University	13,950
14,443	West Valley College	13,947
14,427	Cerritos Junior College	13,944
14,423	Yosemite Junior College	13,928
14,419	Lafayette College	13,927
14,407	Trenton State College	13,926
14,401	St. Louis University	13,923
14,381	Lowell Technological Inst.	13,920
14,367	University of Florida	13,919
14,361	Roosevelt University	13,914
14,323	Dutchess Community College	13,901
14,318	Colorado School of Mines	13,900
14,315	Ohio Wesleyan University	13,899
14,278	SUNY-Agr. & Tech. Coll. at Alfred	13,894
14,275	Barnard College (Columbia)	13,886
14,273	Bucknell University	13,878
14,244	Reed College	13,874
14,238	University of Delaware	13,872
14,236	Denison University	13,872
14,218	Illinois State University	13,868
14,218	Jersey City State Coll.	13,867
14,207	Mills College	13,862
14,178	Colorado College	13,857
14,177	College of Wooster	13,854
14,175	Eastern Michigan Univ.	13,845
14,175	Bowling Green State Univ.	13,838
14,170	University of Tulsa	13,833
14,166	Univ. of Santa Clara	13,820
14,161	Kenyon College	13,819
14,157	SUNY-Agr. & Tech. Coll. at Morrisville	13,816
14,144	Pratt Institute	13,813
14,143	University of Alabama	13,812
14,116	Marquette University	13,809
14,112	St. John's University (N.Y.)	13,791
14,112	Trinity College (Conn.)	13,791
14,095	Howard University	13,770
14,087	Bard College	13,766
14,080	Reedley College	13,763
14,077	Texas Technological Univ.	13,724
14,070	University of Akron	13,720
14,061	Goucher College	13,713
14,057	Poly. Inst. of Brooklyn	13,690
14,041		
14,041		
14,030		
14,196		

\$13,500 to \$13,999 (Continued)

University of Detroit	\$13,686
Wright State University	13,675
Ventura College	13,663
Mira Costa College	13,659
Univ. of Nevada (Reno)	13,630
Univ. of Louisville	13,622
University of Maryland	13,619
Virginia Polytechnic Inst.	13,614
Connecticut College	13,604
University of Missouri	13,600
Dickinson College	13,590
San Mateo Junior College	13,589
North Texas St. Univ.	13,587
Hofstra University	13,584
Antioch College	13,582
Henry Ford Comm. Coll.	13,579
Ohio University	13,564
San Diego City College	13,561
Calif. St. Coll. at Dominguez Hills	13,557
University of New Mexico	13,553
Drew University	13,551
Northeastern Illinois St. Coll.	13,542
Elgin Community College	13,536
Kirkland College	13,535
University of Redlands	13,532
Beloit College	13,529
Univ. of South Carolina	13,528
Methodist Theological Sch.	13,523
San Joaquin Delta College	13,517
University of Denver	13,512
SUNY-Agr. & Tech. Coll. at Delhi	13,512
San Bernardino Jr. Coll.	13,512
Marietta College	13,511
Southern Connecticut St. Coll.	13,505
Florida Atlantic Univ.	13,502

\$13,000 to \$13,499

Chicago State Coll.	13,499
North Carolina St. Univ. at Raleigh	13,499
Calvin College	13,495
Dropsie University	13,488
Golden West College	13,484
Georgia State Univ.	13,477
Monroe Community College	13,468
Colorado State University	13,463
Univ. of Mass. (Boston)	13,450
Hanover College	13,439
Western Michigan Univ.	13,431
Wake Forest University	13,430
Trinity University	13,403
Drake University	13,400

\$13,000 to \$13,499 (Continued)

Kansas State University	\$13,399
Long Beach City College	13,385
St. Olaf College	13,384
Gettysburg College	13,381
Univ. of the Pacific	13,373
Adelphi University	13,370
West Virginia University	13,358
Middlebury College	13,347
University of Oklahoma	13,343
Central Conn. State Coll.	13,340
University of Montana	13,308
Univ. of Tennessee	13,305
Eastern Conn. St. Coll.	13,299
Santa Barbara City Coll.	13,298
Northeastern University	13,294
Ripon College	13,275
Prairie State College	13,272
College of DuPage	13,255
Montgomery College	13,244
Fordham University	13,236
Flint Comm. Jr. Coll.	13,230
Pace College	13,228
Southern Methodist Univ.	13,225
Hollins College	13,222
Albion College	13,221
Alfred University	13,220
Oklahoma State Univ.	13,216
Western Illinois Univ.	13,209
Cuyahoga Comm. Coll.	13,183
College of the Desert	13,175
Univ. of Alabama (Huntsville)	13,153
Harris Teachers College	13,136
Duquesne University	13,134
St. Lawrence University	13,133
Texas Woman's University	13,132
West Chester St. Coll.	13,120
St. Mary's Coll. of Calif.	13,117
University of Vermont	13,113
Southeastern Mass. Tech. Inst.	13,106
St. Clair Co. Comm. Coll.	13,101
Western Washington St. Coll.	13,100
University of Wyoming	13,089
Portland State University	13,087
Indiana State University	13,085
Randolph-Macon Woman's Coll.	13,085
Clemson University	13,083
Redwoods Jr. Coll. Dist.	13,080
Univ. of Northern Iowa	13,079
Cuesta College	13,067
Utah State University	13,056
University of Arkansas	13,046
Ball State University	13,035
George Peabody College	13,030
Austin College	13,028
Baldwin-Wallace College	13,018

\$13,000 to \$13,499 (Continued)

Farmington State College
 Chatham College
 SUNY-Agr. & Tech. Coll.
 at Canton
 St. John's Univ. (Minn.)
 Univ. of San Francisco

\$13,017
 13,014
 13,012
 13,011
 13,000

\$12,500 to \$12,999

Xavier Univ. (Ohio)
 Allegheny College
 Cornell College
 Erie Community College
 College of the Holy Cross
 Prince George Comm. Coll.
 Loyola Univ. of Los Angeles
 Ferris State College
 Clarion State College
 Fairleigh Dickinson Univ.
 Temple Buell College
 Western Connecticut St. Coll.
 Broome Technical Comm. Coll.
 Rhode Island College
 Bradley University
 Southwestern At Memphis
 Coe College
 N. Mex. Inst. of Min.& Tech.
 Louisiana St. Univ.(Baton Rouge)
 Beaver College
 Muhlenberg College
 Westminster Coll. (Pa.)
 Bloomsburg St. Coll.
 Seton Hall University
 Central State University
 Eastern Washington St. Coll.
 Hobart & Smith Colleges
 Montana State University
 Elmira College
 University of Bridgeport
 Oregon Technical Institute
 Southern Oregon College
 Washington & Jefferson Coll.
 Carroll College
 SUNY-Agr. & Tech. Coll.
 at Cobleskill
 Butler University
 Washington College
 Wilson College (Pa.)
 Belleville Area Coll.
 Loyola Univ. of Chicago
 Youngstown St. Univ.
 Suffolk Co. Comm. Coll.
 Univ. of Alabama (Birmingham)

\$12,500 to 12,999 (Continued)

Wabash College
 Antelope Valley College
 Central Washington St. Coll.
 Maricopa Co. Jr. Coll. Dist.
 Bates College
 Univ. of Nevada (Las Vegas)
 Simmons College
 Hiram Scott College
 Oregon Coll. of Education
 Hendrix College
 Manhattanville College
 Lindenwood College
 St. Joseph's Coll. (Ind.)
 Mary Baldwin College
 PMC Colleges
 Immaculate Heart College
 Gustavus Adolphus Coll.
 New Mexico St. Univ.
 Earlham College
 East Stroudsburg St. Coll.
 MacMurray College
 Univ. of Tex. (El Paso)
 Windham College
 Fisk University
 St. John's Coll. (Md.)
 University of Maine
 Central Michigan Univ.
 Rochester St. Jr. Coll.
 Shasta College
 Wittenberg University
 Monmouth College (Ill.)
 Hebrew Teachers College
 California St. College
 Sam Houston St. Univ.
 Thornton Comm. Coll.
 De Paul University
 Springfield College
 Oglethorpe College
 John Carroll University
 East Texas St. Univ.
 Eastern Oregon College
 Indiana Univ. of Pennsylvania
 Grand Rapids Jr. Coll.
 University of S. Florida
 *Russell Sage College
 Bennington College
 Mansfield State College
 Rockford College
 George Williams College
 Ursula College
 Grand Valley St. Coll.
 Skidmore College
 *Univ. of Tex.(Arlington)

Table 5

*Institutions with Highest Compensations
for Full-time Student-Equivalent,*

1969-70

(Listed in Descending Order)

California Institute of Technology	Swarthmore College
Massachusetts Institute of Technology	Brandeis University
Princeton University	University of Rochester
Wesleyan University	Johns Hopkins University
University of Chicago	Sarah Lawrence College
Amherst College	Bryn Mawr College
Harvey Mudd College	Brown University
Defense Language Institute	Hebrew Union College (Ohio)
Haverford College	New College
Williams College	Rice University

Table 6

How Institutions Grade

Names of Institutions with C and Higher in Both

Average and Minimum Compensation Scales

1969-70

(Where Data are Authorized for Publication)

Compensation Grades		Names of Institutions (abbreviated)
Average Scale	Minimum Scale	
AA	AA	Bernard M. Baruch Coll. (CUNY); Brooklyn Coll. (CUNY); City Coll. (CUNY); Herbert H. Lehman Coll. (CUNY); Hunter Coll. (CUNY); New Sch. for Soc. Res.; Queens Coll. (CUNY).
A	AA	Bronx. Comm. Coll. (CUNY); John Jay Coll. Crim. Just. (CUNY); Kingsborough Comm. Coll. (CUNY); Borough of Manhattan Comm. Coll. (CUNY); Lake Forest Coll.; Rockefeller Univ.; State Univ. of N. Y. at Pinghamton; State Univ. of N. Y. at Stony Brook; Staten Island Comm. Coll. (CUNY); Wesleyan Univ.; Yale Univ.
A	A	Brandeis Univ.; Brown Univ.; Calif. Inst. of Tech.; Calif., Univ. of; Chicago, Univ.of; Colgate Univ.; Columbia Univ.; Conn., Univ. of; Cornell Univ.; D. C. Tchrs. Coll.; Duke Univ.; Fashion Inst. of Tech.; Harvard Univ.; Johns Hopkins Univ.; Knox Coll.; Macalester Coll.; Mass. Inst. of Tech.; Newark Coll. of Engrg.; Northwestern Univ.; Penn., Univ. of; Princeton Univ.; Rochester, Univ. of; Rutgers State Univ.; Saginaw Valley Coll.; Stanford Univ.; State Univ. of N. Y. at Albany; State Univ. of N. Y. at Buffalo; Vanderbilt Univ.; Virginia, Univ. of.
A	B	Case Western Reserve
B	AA	Barnard Coll. (Columbia); Chicago City Coll.; Princeton Theol. Sem.; Wellesley Coll.
B	A	Air Force Inst. of Tech.; Akron, Univ. of; Alaska, Univ. of; Amherst Coll.; Antioch Coll.; Babson Inst.; Ball St. Univ.; Beloit Coll.; Bowdoin Coll.; Boston Coll.; Bryn Mawr Coll.; Calif. St. Colls. at Dominguez Hills, Fullerton, Hayward, Long Beach, Los Angeles;

Compensation Grades		Average Scale	Minimum Scale	Names of Institutions (abbreviated)
B (Continued)	A			Calif. St. Poly. Colls. at Pomona, San Luis Obispo; Carleton Coll.; Carlow Coll.; Central Conn. St. Coll.; Chicago St. Coll.; Chico St. Coll.; Claremont Grad. Sch. & U. Ctr.; Claremont Men's Coll.; Clark Univ.; Clarkson Coll. of Tech.; Cleveland St. Univ.; Coe Coll.; Colby Coll.; Coll. of the Holy Cross; Colorado Coll.; Cornell Coll.; Dartmouth Coll. ¹ ; Davidson Coll.; Drew Coll.; Eastern Mich. Univ.; Elmira Coll.; Ferris St. Coll.; Fordham Coll.; Fresno St. Coll.; Franklin & Marshall Coll.; Georgia, Univ. of; George Washington Univ.; Glassboro St. Coll.; Goucher Coll.; Grinnell Coll.; Hamilton Coll.; Hamline Coll.; Harvey Mudd Coll.; Haverford Coll.; Hawaii, Univ. of; Hebrew Union Coll. (Ohio); Hcbart & Smith Colls.; Hofstra Coll.; Howard Univ.; Hymboldt St. Coll.; Illinois St. Univ.; Jersey City St. Coll.; Kalamazoo Coll.; Kirkland Coll.; Lafayette Coll.; Lawrence Univ.; Lehigh Univ.; Long Island Univ.; Lowell Tech. Inst.; Manhattan Coll.; Maryland, Univ. of; Marymount Coll.; Mass., Univ. of (Amherst); Mass., Univ. of (Boston); Miami Univ. (Ohio); Mich. St. Univ.; Mich. Tech. Univ.; Mich., Univ. of; Mills Coll; Minn., Univ. of; Montclair St. Coll.; Mount Holyoke Coll.; Nassau Comm. Coll.; New Coll.; Newark St. Coll.; Northern Ill. Univ.; Notre Dame Coll. of S. I.; Oberlin Coll.; Pace Coll.; Paterson St. Coll.; Pitzer Coll.; Point Park Coll.; Pomona Coll.; Pratt Inst.; Purdue Univ.; Rhode Island, Univ. of; Rice Univ.; Sacramento St. Coll., St. John's Univ. (N. Y.); St. John's Univ. (Minn.); St. Mary's Coll. of Calif.; San Bernardino St. Coll.; San Diego St. Coll.; San Fernando Valley St. Coll.; San Francisco St. Coll.; San Jose St. Coll.; Santa Clara, Univ. of; Scripps Coll.; Seton Hall Univ.; Smith Coll.; Sonoma St. Coll.; Stanislaus St. Coll.; St. Coll. at Lowell; SUNY-Colls. at Brockport, Buffalo, Courtland, Fredonia, Geneseo, Maritime Coll., New Paltz, Oswego, Piattsburg; SUNY-Agr. & Tech. Colls. at Alfred, Canton, Farmingdale, Morrisville; Stevens Inst. of Tech.; Swarthmore Coll.; Tchrs. Coll. (Columbia); Temple Univ.; Toledo, Univ. of; Tufts Univ.; U. S. Merch. Marine Ac.; U. S. Naval Ac.; U. S. Naval Postgrad. Sch.; Union Coll. (N. J.); Union Theol. Sem.; Vassar Coll.; Wabash Coll.; Western Ill. Univ.; Williams Coll.; Wright St. Univ.; Yeshiva Univ.

¹Chapter poll.

Compensation Grades		Average Scale	Minimum Scale	Names of Institutions (abbreviated)
B	B			Ala., Univ. of (Birmingham); Alma Coll.; American Univ.; Aquinas Coll.; Arizona St. Univ.; Assumption Coll. (Mass.); Boston Univ.; Bowling Green St. Coll.; Bucknell Univ.; Butler Univ.; Catholic Univ.; Central Mich. Univ.; Chatham Coll.; Cincinnati, Univ. of; Colorado, Univ. of; Conn. Coll.; Cooper Union Coll.; Del., Univ. of; DePauw Univ.; Dickinson Coll.; Drexel Inst. of Tech.; Eastern Ill. Univ.; Eisenhower Coll.; Emory Univ.; Erie Comm. Coll.; Fla. Presb. Coll.; Fla. St. Univ.; Fla., Univ. of; Gallaudet Coll.; Georgetown Univ.; Georgia Inst. of Tech.; Georgia St. Univ.; Gettysburg Coll.; Gustavus Adolphus Coll.; Hanover Coll.; Houston, Univ. of; Ill. Inst. of Tech.; Ill., Univ. of; Immaculate Heart Coll.; Ind. St. Univ.; Indiana Univ.; Iowa St. Univ.; Iowa, Univ. of; John Carroll Univ.; Kansas, Univ. of; Kent St. Univ.; Kentucky, Univ. of; Louisville, Univ. of; Loyola Univ.; (Chicago); Marquette Univ.; Miami, Univ. of; Middlebury Coll.; Mount St. Vincent, Coll. of; Nebr., Univ. of; Nevada, Univ. of (Reno); New Hampshire, Univ. of; SUNY-Colls. at Oneonta, Potsdam; New York Univ.; N. C., Univ. of (Chapel Hill); Northeastern Ill. St. Coll.; Northeastern Univ.; Oakland Univ.; Occidental Coll.; Ohio St. Univ.; Ohio Univ.; Ohio Wesleyan Univ.; Oregon, Univ. of; Parsons Coll.; Pittsburgh, Univ. of; Redlands, Univ. of; Reed Coll.; Rensselaer Poly. Inst.; Rider Coll.; Ripon Coll.; St. Bonaventure Univ.; St. Joseph's Coll. (Ind.); St. Louis Univ.; St. Mary's Coll. (Ind.); St. Olaf Coll.; Simmons Coll.; Skidmore Coll.; South, Univ. of the; Southern Ill. Univ.; Southern Methodist Univ.; Syracuse Univ.; Temple Buell Coll.; Texas, Univ. of (Austin); Trinity Coll. (Conn.); Tulane Univ.; Union Coll. & Univ.; Utah, Univ. of; Vermont, Univ. of; Washington Coll.; Wash. & Jefferson Coll.; Wash. & Lee Univ.; Wash. St. Univ.; Washington Univ. (Mo.); Wash., Univ. of; Wayne St. Univ.; Western Mich. Univ.; Whittier Coll.; Wis., Univ. of; Wooster Coll. of; Worcester Poly. Inst.
B	C			Colo. St. Univ.; N. C. St. Univ. (Raleigh); Notre Dame, Univ. of; Texas A&M Univ.
C	A			Catonsville Comm. Coll.; Cazenovia Coll.; Corning Comm. Coll.; Cuyahoga Comm. Coll.; Delta Coll.;

Compensation Grades		Average Scale	Minimum Scale	Names of Institutions (abbreviated)
C (Continued)	A			Denison Univ.; Dutchess Comm. Coll.; Eastern Conn. St. Coll.; Harris Tchrs. Coll.; Monmouth Coll.; Moorhead St. Coll.; Nazareth Coll. of Rochester; SUNY-Agr. & Tech. Colls. at Cobleskill, Delhi; Northern Mont. Coll.; San Francisco, Univ. of; Southern Conn. St. Coll.; Trenton St. Coll.; Western Conn. St. Coll.; Wilson Coll. (Pa.).
C	B			Adams St. Coll.; Adelphi Univ.; Agnes Scott Coll.; Ala. St. Coll.; Ala., Univ. of (Huntsville); Albion Coll.; Albright Coll.; Alfred Univ.; Allegheny Co. Comm. Coll.; Allegany Comm. Coll.; Allegheny Coll.; Am. Int'l. Coll.; Angelo St. Univ.; Appalachian St. Univ.; Augsburg Coll.; Augustana Coll. (S. Dak.); Austin Coll.; Baldwin-Wallace Coll.; Baltimore Comm. Coll.; Barat Coll.; Bard Coll.; Bates Coll.; Beaver Coll.; Bemidji St. Coll.; Berea Coll.; Bethany Coll. (W. Va.); Birmingham Southern Coll.; Black Hawk Coll.; Bloomsburg St. Coll.; Boston St. Coll.; Bowie St. Coll.; Bradley Univ.; Bridgeport, Univ. of; Bridgewater St. Coll.; Bristol Comm. Coll.; Broome Tech. Comm. Coll.; Bucks Co. Comm. Coll.; Cabrini Coll.; Calif. Luth. Coll.; Calif St. Coll.; Calvin Coll.; Cameron Coll.; Canisius Coll.; Carroll Coll.; Castleton St. Coll.; Cedar Crest Coll.; Central St. Coll. (Okla.); Central St. Univ. (Ohio); Central Wash. St. Coll.; Centre Coll. of Ky.; Chapman Coll.; Chestnut Hill Coll.; Cheyeny St. Coll.; The Citadel; Clarion St. Coll.; Colo. Sch. of Mines; Phila. Comm.; Coll.; Concord Coll.; Coppin St. Coll.; Cornell Coll.; Creighton Univ.; Dayton, Univ. of; Defense Lang. Inst.; Del Mar Coll.; Denver, Univ. of; DePaul Univ.; Detroit, Univ. of; Dillard Univ.; Drake Univ.; Drury Coll.; D'Youville Coll.; Earlham Coll.; East Stroudsburg St. Coll.; East Texas St. Univ.; Eastern Oregon St. Coll.; Eastern Wash. St. Coll.; Edinboro St. Coll.; Elmhurst Coll.; Essex Comm. Coll.; Eureka Coll.; Evansville, Univ. of; Fairfield Univ.; Fairleigh Dickinson Univ.; Farmington St. Coll.; Fisk Univ.; Fitchburg St. Coll.; Fla. A&M Univ.; Fla. Atlantic Univ.; Fort Kent St. Coll.; Framingham St. Coll.; Furman Univ.; George Mason Coll.; Geo. Williams Coll.; Grand Valley St. Coll.; Guilford Coll.; Hampton Inst.; Hartford, Univ. of; Hartwick Coll.; Hebrew Coll. (Mass.); Heidelberg Coll.; Hillsdale Coll.; Hiram Coll.; Hiram Scott Coll.;

Compensation
Grades

Average Scale	Minimum Scale	Names of Institutions (abbreviated)
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C	B	Hollins Coll.; Coll. of Holy Names.; Hood Coll.; Illinois Coll.; Ind. Univ. of Penn.; Iona Coll.; Ithaca Coll.; Jamestown Comm. Coll.; Jefferson Comm. Coll.; Johnson St. Coll.; Kansas St. Univ.; Keene St. Coll.; Kenyon Coll.; Keuka Coll.; King's Coll.; (Pa.) Kutztown St. Coll.; Lake Erie Coll.; Lake Superior St. Coll.; Lamar St. Coll. of Tech.; Lansing Comm. Coll.; La Salle Coll.; Lebanon Valley Coll.; Le Moyne Coll.; Lewis & Clark Coll.; Lock Haven St. Coll.; Loras Coll.; La. St. Univ. (New Orleans); Loyola Univ. of Los Angeles; Lyndon St. Coll.; MacMurray Coll.; Manchester Coll.; Mankato St. Coll.; Mansfield St. Coll.; Marietta Coll.; Marist Coll.; Mary Baldwin Coll.; Marymount Coll. of Va.; Marymount Manhattan Coll.; Memphis St. Univ.; Methodist Theol. Sch.; Middle Tenn. St. Univ.; Midwestern Univ.; Millersville St. Coll.; Mohawk Valley Comm. Coll.; Monroe Comm. Coll.; Montana St. Univ.; Montana, Univ. of; Moravian Coll.; Morgan St. Coll.; Morningside Coll.; Mount St. Scholastica Coll.; Mount Union Coll.; Muhlenberg Coll.; Muskingum Coll.; Nebr., Univ. of (Omaha); N. Hampshire Coll.; New Haven Coll.; N. Mex., Univ. of; New Rochelle, Coll. of; N. Y. Inst. of Tech.; North Adams St. Coll.; N. C., Univ. of (Asheville); N. C. Western Coll.; N. Dak., Univ. of; North Georgia Coll.; Northeastern St. Coll.; Northern Iowa, Univ. of; Northern Mich Univ.; Northwestern St. Coll.; Oglethorpe Coll.; Olivet Coll.; Orange Coast Coll.; Oreg. Coll. of Ed.; Oreg. Tech. Inst.; Ottawa Univ.; Otterbein Coll.; Pacific, Univ. of; Pacific Lutheran Univ.; Pacific Univ.; Phila. Coll. of Art; Plymouth St. Coll.; PMC Colls.; Poly. Inst. of Brooklyn; Portland St. Univ.; Quinnipac Coll.; Randolph-Macon Woman's Coll.; Regis Coll. (Mass.); Rhode Island Coll.; Richmond, Univ. of; Roanoke Coll.; Rochester Inst. of Tech.; Rockhurst Univ.; Roosevelt Univ.; Rosary Hill Coll.; Rose Poly. Inst.; Rosemont Coll.; Russell Sage Coll.; Sacred Heart Univ.; St. Cloud State Coll.; St. Francis Coll. (N.Y.); St. Francis Coll. (Pa.); St. John Fisher Coll.; St. Joseph's Coll. (Pa.); St. Lawrence Univ.; St. Louis, Jr. Coll. Dist. of; Sr. Mary's Coll. (Minn.); St. Mary's Coll. of Md.; St. Norbert Coll.; St. Peter's Coll. (N. J.); St. Rose, College of; St. Thomas, Coll. of;
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Compensation
Grades

Average Scale	Minimum Scale	Names of Institutions (abbreviated)
C	B	St. Vincent Coll.; Salisbury State Coll.; San Francisco College for Women; Seattle Univ.; Shippensburg State College, Shoreline Comm. Coll.; Siena Coll.; Simpson Coll.; Slippery Rock St. Coll.; S. C., Univ. of; South Florida, Univ. of; Southern Colo. St. Coll.; Southern Oreg. Coll.; Southwestern At Memphis; Southwestern Oreg. Comm. Coll.; Springfield Coll.; St. Coll.; at Salem; Stephen F. Austin St. Univ.; Steubenville, Coll. of; Stout St. Univ.; Suffolk Co. Comm. Coll.; Suffolk Univ.; Sullivan Co. Comm. Coll.; Susquehanna Univ.; Sweet Briar Coll.; Tarleton St. Coll.; Texas A&I Univ.; Texas Southern Univ.; Texas Tech. Univ.; Texas Woman's Univ.; Tex., Univ. of (Arlington) Transylvania U.; Trinity C.(DC) Troy St., Univ.; Ulster Co. Comm. Coll.; U. S. Coast Guard Ac.; Upsula Coll.; Utica Coll.; (Syracuse); Villanova Univ.; Va. Military Inst.; Wagner Coll.; Wake Forest Univ.; Wartburg Coll.; Waynesburg Coll.; Weber St. Coll.; West Chester St. Coll.; Westfield St. Coll.; West Georgia Coll.; W. Tex. St. Univ.; W. Va. Inst. of Tech.; W. Va. St. Coll.; Western Coll. for Women; Western Ky. Univ.; Western Md. Coll.; Western Mont. Coll.; Western N. Mex. Univ.; Western St. Coll.; Western Wash. St. Coll.; Westminster Coll. (Pa.); Wheelock Coll.; Whitman Coll.; Wilberforce Univ.; Wilkes Coll.; Wilmington Coll.; Windham Coll.; Winona St. Coll.; Wis. St. Unive.-Eau Claire, La Crosse, River Falls, Stepehens Point, Superior, Whitewater; Wittenberg Univ.; Wofford Coll.; Worcester St. Coll.; York Coll. of Penn.; Youngstown St. Univ.
C	C	Adrian Coll.; Ala. A&M Univ.; Ala., Univ. of; Albany St. Coll.; Arizona, Univ. of; Ark. St. Univ.; Ark., Univ. of; Atlantic Christian Coll.; Auburn Comm Coll.; Auburn Univ.; Augusta Coll.; Augustana Coll. (Ill.); Austin Peay St. Univ.; Berry Coll.; Bloomfield Coll.; Briarcliff Coll.; Capital Univ.; Carthage Coll.; Centenary Coll. (La.); Clemson Univ.; Coker Coll.; Concordia Coll. (Minn.); Converse Coll.; Davis & Elkins Coll.; Del. Val. Coll.; of Sci. & Agr; Delta St. Coll.; Duquesne Univ.; East Carolina Univ.; Eastern Ky. Univ.; Eastern Mont. Coll.; Emerson Coll.; Emory & Henry Coll.; Fort Valley St. Coll.; Franklin Coll.; Frostburg St. Coll.; George Peabody Coll for Tchrs.; Georgetown Coll.; Ga. Coll. at Milledgeville;

Compensation Grades		Names of Institutions (abbreviated)
Average Scale	Minimum Scale	
C (Continued)	C	Ga. Southern Coll.; Greenville St. Coll.; Gonzaga Univ.; Hampden-Sydney Coll.; Hope Coll.; Idaho St. Univ.; Iliff Sch. of Theol.; Ill. Wesleyan Univ.; Ind. Inst. of Tech.; Iowa Wesleyan Coll.; Johnson C. Smith Univ.; Juniata Coll.; Kans. St. Tchrs. Coll.; Kearney St. Coll.; Ky. St. Coll.; Lesley Coll.; Lindenwood Coll.; Little Rock Univ.; Longwood Coll.; La. St. Univ. (Baton Rouge); Loyola Coll. (Md.); Madison Coll.; Marshall Univ.; Mary Wash. Coll.; Mercy Coll. (Detroit); Merrimack College.; Metropolitan State College.; Millikin Univ.; Millsaps Coll.; Miss. Coll.; Mo., Univ. of; Mo. St. Colls.; Monmouth Coll. (N. J.); Montevallo, Univ. of; Morehead St. Univ.; Murray St. Univ.; Nazareth Coll. (Mich.); N. Mex. Inst. M&T; N. Mex. St. Univ.; Newberry Coll.; Niagara Univ.; N. C. Agr. & Tech. St. Univ.; N. C. Cent. Univ.; N. C., Univ. of (Greensboro); North Central Coll.; N. Dak. St. Univ.; North Park Coll. & Theol. Sem.; Ohio Northern Univ.; Okla. St. Univ.; Old Dominion Univ.; Oregon St. Univ.; Phila. Coll. of Text. & Sci.; Prairie View A&M Coll.; Presb. Coll.; Providence Coll.; Puget Sound, Univ. of; Queens Coll. (N. C.); Rockford Coll.; Rollins Coll.; St. Ambrose Coll.; St. Andrews Presb. Coll.; St. Benedict's Coll. (Kans.); St. Leo Coll.; Sam Houston St. Univ.; Scranton, Univ. of; Shepherd Coll.; South Ala., Univ. of; S. C. St. Coll.; S. Dak. Sch. of Min. & Tech.; S. Dak., Univ. of; Southeastern Mass. Tech. Inst.; Southwestern Univ.; Tenn., Univ. of (Chattanooga); Tenn., Univ. of (Knoxville); Texas Christian University; Texas, University of (El Paso); Towson St. Coll.; Trinity Univ.; Tulsa, Univ. of; Tuskegee Inst.; Utah St. Univ.; Valdosta St. Coll.; Va. Commonwealth Univ.; Va. Poly. Inst.; Va. St. Coll.; Washburn Univ.; Wells Coll.; West Liberty St. Coll.; Western Carolina Univ.; Western New England Coll.; Westminster Coll. (Mo.); Wheaton Coll. (Ill.); Wheaton Coll. (Mass.); Wichita St. Univ.; Willamette Univ.; William Jewell Coll.; William & Mary, Coll. of; Wis. St. Univer.-Oshkosh, Platteville; Wyoming, Univ. of; Xavier Univ. (Ohio).

Table 7
Annual Increases in Average Compensation
(Salary Plus Benefits)

Average Annual Dollar and Percentage Increases in Compensation for Institutions Reporting Comparable Data for One-Year Periods---This Year, Last Year, Two Years, Three Years, Four Years, and Five Years Ago by Academic Rank and Weighted Average for All Ranks¹

(9-Month Basis)

Academic Rank	This Year	Last Year	Two Years Ago	Three Years Ago	Four Years Ago	Five Years Ago
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DOLLAR INCREASE

Professor	\$1,269	\$1,181	\$1,205	\$1,024	\$1,035	\$ 832
Associate Professor	956	941	874	746	760	612
Assistant Professor	771	749	702	598	610	445
Instructor	664	574	524	438	445	364
Lecturer	1,142	907	848	1,617	901	774
All Ranks	924	875	839	723	723	571

PERCENTAGE INCREASE

Professor	7.1%	7.0%	7.7%	6.9%	7.5%	6.4%
Associate Professor	7.1	7.5	7.4	6.7	7.3	6.2
Assistant Professor	6.9	7.2	7.2	6.5	7.1	5.4
Instructor	7.6	7.0	6.9	6.0	6.5	5.3
Lecturer	10.8	9.3	9.4	20.1	11.4	10.3
All Ranks	7.1	7.2	7.4	6.8	7.3	6.0

¹Data for last year (1967-68 to 1968-69), two years ago (1966-67 to 1967-68), three years ago (1965-66 to 1966-67), four years ago (1964-65 to 1965-66), and five years ago (1963-64 to 1964-65) are taken from AAUP Bulletin, Summer, 1969, Table 1, p. 193. In calculating these figures, we used what amounts to a Paasche Index, since numbers of persons who are currently in the various ranks were employed as weights. Thus we computed as a base what average compensation would have been last year if relative numbers in the different ranks had been what they are currently.

Table 8
Average Compensation, Salary and Benefits

Number of Full time Faculty, Total and Average Compensations, Average Salary and Average Fringe Benefits by Ranks, 1969-70

(9-Month Basis)

	Total Full-time Faculty Members	Total Compensation	Average Compen- sation	Average Salary	Average Fringe Benefits	Fringe Benefits As % of Av'g. Com- pensation
I. 1051 Institutions with Professorial Rank						
Professor	59,492	\$1,146,357,232	\$19,269	\$17,374	\$1,895	9.8%
Assoc. Prof.	56,945	822,442,650	14,443	13,066	1,377	9.5
Assist. Prof.	82,512	1,002,817,962	12,154	11,015	1,139	9.4
Instructor	40,159	377,851,587	9,409	8,541	868	9.2
Lecturer	<u>3,547</u>	<u>41,499,368</u>	<u>11,700</u>	<u>10,416</u>	<u>1,284</u>	<u>11.0</u>
All Ranks	242,655	\$3,390,963,799	\$13,974	\$12,637	\$1,337	9.6%
II. 97 Institutions without Professorial Rank						
One Rank Only	12,359	157,532,131	12,746	12,010	736	5.8%
Total Reporting	255,014	\$3,548,500,930	\$13,915	\$12,607	\$1,308	9.4%

Table 9

Weighted Average Salaries and Average Compensations by Rank,
Type of Institution, and Type of Control, 1969-70¹

(9-Month Basis)

Academic Rank	SALARY				COMPENSATION			
	All Combined	Public	Private Ind.	Church- Related	All Combined	Public	Private Ind.	Church- Related
U N I V E R S I T I E S								
Professor	\$18,600	\$18,148	\$20,304	\$16,661	\$20,678	\$19,958	\$23,299	\$18,409
Assoc. Prof.	13,628	13,577	14,002	12,908	15,095	14,941	15,938	14,256
Ass't. Prof.	11,163	11,189	11,174	10,594	12,373	12,344	11,687	11,625
Instructor	8,619	8,592	8,828	8,476	9,537	9,511	9,797	9,199
C O L L E G E S A N D E M E R G I N G U N I V E R S I T I E S ²								
Professor	15,892	16,542	15,956	13,913	17,580	18,041	18,254	15,561
Assoc. Prof.	12,556	13,090	12,274	11,225	13,868	14,312	13,910	12,518
Ass't. Prof.	10,436	10,846	10,124	9,517	11,521	11,921	11,368	10,508
Instructor	8,397	8,557	8,447	7,919	9,204	9,382	9,296	8,641
J U N I O R C O L L E G E S ³								
Professor	15,798	16,054	13,295	10,908	17,852	18,100	14,897	11,938
Assoc. Prof.	13,358	13,445	11,310	9,117	14,956	15,034	12,665	10,220
Ass't. Prof.	11,133	11,187	9,695	8,443	12,556	12,609	10,775	9,349
Instructor	9,317	9,424	7,935	7,243	10,512	10,649	8,771	7,791
T E C H N I C A L I N S T I T U T I O N S								
Professor	17,459	17,269	17,701	-	19,048	18,099	20,260	-
Assoc. Prof.	13,266	13,589	12,834	-	14,371	14,348	14,402	-
Ass't. Prof.	11,098	11,317	10,736	-	11,993	12,061	11,882	-
Instructor	8,536	8,767	8,164	-	9,245	9,456	8,906	-

¹Includes only institutions with academic ranks.

²"Colleges and Emerging Universities" encompass Teachers Colleges, Liberal Arts Colleges, and Emerging Universities. The latter include institutions which give advanced graduate work but which do not yet meet "University" survey criteria.

³Data for 1968-69 have been revised as follows:

Professor	14,592	14,873	12,693	10,635	16,223	16,537	14,161	11,710
Assoc. Prof.	12,282	12,416	10,893	9,230	13,552	13,690	12,167	10,241
Ass't. Prof.	10,334	10,435	9,170	8,111	11,480	11,594	10,168	8,942
Instructor	8,707	8,819	7,501	7,026	9,701	9,838	8,229	7,555

Table 10

Weighted Average Salaries and Average Compensations by Rank
and for All Ranks Combined for Selected University Sample,
by Type of Control, 1969-70

	All Universities ¹	100 Leading Doctorate Granting Inst. 1969-70 ²		Universities Confer- ring 100 or More Doctorates a Year ³		
	Salary	Compensation	Salary	Compensation	Salary	Compensation
P R O F E S S O R						
Public	\$18,148	\$19,958	\$18,384	\$20,202	\$19,051	\$21,273
Private Ind.	20,304	23,299	20,257	23,211	20,886*	23,952*
Church-Rel.	16,661	18,409	17,152	18,918	-	-
All Combined	18,600	20,678	18,870	21,002	19,653	22,152
A S S O C I A T E P R O F E S S O R						
Public	13,577	14,941	13,668	15,023	13,805	15,455
Private Ind.	14,002	15,938	13,933	15,810	14,203*	16,107*
Church-Rel.	12,908	14,256	13,028	14,367	-	-
All Combined	13,628	15,095	13,703	15,177	13,913	15,632
A S S I S T A N T P R O F E S S O R						
Public	11,189	12,344	11,258	12,416	11,321	12,684
Private Ind.	11,174	12,687	11,156	12,644	11,197*	12,691*
Church-Rel.	10,594	11,625	10,662	11,640	-	-
All Combined	11,163	12,373	11,213	12,435	11,287	12,686
I N S T R U C T O R						
Public	8,592	9,511	8,592	9,505	8,782	9,905
Private Ind.	8,828	9,797	8,771	9,728	8,843*	9,764*
Church-Rel.	8,476	9,199	8,578	9,277	-	-
All	8,619	9,537	8,625	9,538	8,796	9,872

*Includes 1 church-related institution.

¹See footnote 1 Appendix Table 8, AAUP Bulletin, Summer, 1969, p.210.

²The sample includes the 100 institutions listed in the Chronicle for Higher Education, Vol. II, No. 7, December 7, 1967 with the exception of 4 institutions for which data were not available -- Univ. of Calif. at Davis, Pennsylvania State Univ., Carnegie Institute of Technology, and Univ. of Southern Calif.

³See footnote 3, Appendix Table 8, AAUP Bulletin, Summer, 1969, p. 210.

Table 11

Weighted Average Compensation Analyzed by
Region, Category and Academic Rank, 1969-70¹

(9-Month Basis)

Rank	WEST		NORTH CENTRAL		NORTH EAST		SOUTH		
	Pacific	Mountains	West Central	No. Central	Middle Atlantic	New England	West S. Central	East S. Central	South Atlantic
C A T E G O R Y I									
Professor	\$21,690	\$17,490	\$19,030	\$21,070	\$22,680	\$22,800	\$18,640	\$17,520	\$20,050
Assoc. Prof.	15,030	13,810	14,560	15,490	16,060	15,500	14,340	14,030	14,820
Ass't. Prof.	12,400	11,580	12,170	12,720	12,850	12,390	11,970	11,760	12,050
Instructor	9,190	8,920	9,590	9,910	9,750	9,820	8,950	8,500	9,170
C A T E G O R Y II									
Professor	18,770	15,040	15,850	17,820	19,770	18,470	15,290	15,110	16,060
Assoc. Prof.	14,290	12,450	12,630	14,200	15,270	14,170	12,760	12,480	12,820
Ass't. Prof.	11,840	10,470	10,750	11,770	12,610	11,660	10,780	10,620	10,680
Instructor	9,480	8,760	9,010	9,510	9,870	9,600	8,780	8,750	8,640
C A T E G O R Y III									
Professor	16,450	13,410	13,340	19,340	19,770	14,120	13,490	-	13,810
Assoc. Prof.	15,710	11,660	12,980	16,600	15,910	11,700	11,580	-	12,470
Ass't. Prof.	12,890	10,150	10,870	13,930	13,210	10,200	10,510	-	10,510
Instructor	11,840	8,650	9,070	11,200	11,450	8,660	9,100	-	8,480

¹Includes the 1,051 institutions with academic rank submitting data for the AAUP 1969-70 compensation survey.

NOTE: Figures have been rounded to the nearest \$10.

Table 12

Average Salary for Biennial Survey Institutions, 1969-70
 Weighted Average Salary by Rank and for All Ranks Combined for 36 and 41 Biennial
 Survey Institutions by Size and Regional Subgroups, 1969-70¹
 (9-Month Basis)

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks Combined
<u>New England and Middle Atlantic</u>					
Group I					
(four small)	\$18,846	\$13,594	\$10,819	\$9,023	\$14,071
(six small)	18,329	13,474	10,710	8,927	13,914
Group II					
(four medium)	20,710	14,315	11,090	8,972	15,637
Group III					
(three large)	21,666	14,369	10,994	8,933	16,192
(five large)	21,633	14,470	11,082	8,890	16,505
Group IV					
(two women's)	16,862	12,870	10,271	8,504	13,121
(three women's)	17,257	12,852	10,405	8,657	13,136
<u>North Central and Pacific</u>					
Group V					
(five small)	16,648	12,341	10,189	8,976	12,509
Group VI					
(four medium and large)	20,359	14,312	11,471	8,984	15,994
<u>South</u>					
Group VII					
(four medium and large)	19,638	13,695	11,116	9,271	14,855
<u>New England, North Central and Pacific</u>					
Group VIII					
(three inst. of tech.)	20,486	13,794	11,051	9,067	15,675
<u>North Central and Pacific</u>					
Group IX					
(six large state univs.)	19,374	13,814	11,251	8,915	14,529

¹Data were obtained from questionnaires submitted for the self-grading compensation survey. The selected institutions are Amherst Coll., Bowdoin Coll., Brown Univ., Bryn Mawr Coll., Calif. Inst. of Tech., Univ. of Calif., Carleton Coll., Case West. Res., Columbia Univ., Cornell Univ. (Endowed Colls.), Dartmouth C., Duke Univ., Emory Univ., Harvard Univ. (Arts and Sciences), Haverford Coll., Univ. of Ill. (Urbana), The Johns Hopkins Univ., Mass. Inst. of Tech., Univ. of Michigan, Mills. Coll., Univ. of Minn., Northwestern Univ., Oberlin Coll., Univ. of Penn., Pomona Coll., Princeton Univ., Reed Coll., Rice Univ., Univ. of Rochester, Stanford Univ., Swarthmore Coll., Vanderbilt Univ., Vassar Coll., Wabash Coll., Wash. Univ. (Mo.), Univ. of Wash., Wellesley Coll., Wesleyan Univ., Williams Coll., Univ. of Wisconsin, Yale Univ. (Arts and Sciences).

Table 13

Average Compensation for Biennial Survey Institutions, 1969-70
 Weighted Average Compensation by Rank and for All Ranks Combined for 36 and 41 Biennial
 Survey Institutions by Size and Regional Subgroups, 1969-70¹
 (9-Month Basis)

	Professor	Associate Professor	Assistant Professor	Instructor	All Ranks Combined
<u>New England and Middle Atlantic</u>					
Group I					
(four small)	\$22,193	\$15,713	\$12,589	\$10,166	\$16,427
(six small)	21,578	15,631	12,513	10,111	16,281
Group II	24,075	16,399	12,524	9,790	17,971
Group III					
(three large)	25,153	16,558	12,678	9,665	18,703
(five large)	25,143	16,636	12,760	9,713	19,083
Group IV					
(two women's)	19,518	14,980	11,573	9,312	15,063
(three women's)	20,159	15,041	11,984	9,357	15,211
<u>North Central and Pacific</u>					
Group V					
(five small)	18,993	13,986	11,467	9,902	14,150
Group VI					
(four medium and large)	23,066	16,252	13,052	10,127	18,141
<u>South</u>					
Group VII					
(four medium and large)	22,272	15,467	12,348	9,787	16,704
<u>New England, North Central and Pacific</u>					
Group VIII					
(three inst. of tech.)	23,907	15,873	12,755	10,534	18,196
<u>North Central and Pacific</u>					
Group IX					
(six large state univs.)	21,728	15,537	12,639	10,065	16,317

¹ See footnote 1, Table 12.

Table 14

Decile Distribution by Number of Institutions of Average Compensations

1969-70*

(9-Month Basis)

	Professor	Associate Professor	Assistant Professor	Instructor
CATEGORY I				
90%	\$23,970	\$16,700	\$13,220	\$10,630
80	22,880	15,070	12,840	10,160
70	21,620	15,720	12,650	9,860
60	20,840	15,170	12,470	9,550
50	19,490	14,860	12,250	9,310
40	18,980	14,560	11,990	9,080
30	18,150	14,250	11,780	8,970
20	17,320	13,810	11,550	8,790
10	16,280	13,220	10,090	8,530
CATEGORY II				
90%	19,570	15,020	12,330	10,110
80	18,100	14,310	11,850	9,650
70	17,180	13,680	11,390	9,310
60	16,140	13,260	11,040	9,070
50	15,440	12,800	10,800	8,870
40	15,000	12,400	10,460	8,670
30	14,480	11,980	10,170	8,480
20	13,600	11,360	9,780	8,240
10	12,550	10,810	9,360	7,900
CATEGORY III				
90%	20,390	17,790	14,590	12,030
80	18,650	15,150	13,070	11,340
70	17,740	14,510	12,310	10,330
60	16,610	14,100	11,720	10,080
50	15,470	13,500	11,440	9,630
40	14,740	12,520	10,940	9,120
30	13,850	12,100	10,410	8,770
20	13,220	11,560	10,050	8,480
10	12,380	10,930	9,760	8,170

*Based upon data submitted by institutions participating in the 1969-70 AAUP survey.

NOTE: For definitions of the categories, see "NOTE", Table 2.

Table 15

Decile Distribution by Number of Faculty Members of Average Compensations
1969-70*
(9-Month Basis)

	Professor	Associate Professor	Assistant Professor	Instructor
CATEGORY I				
90%	\$24,260	\$16,550	\$13,180	\$10,680
80	22,990	16,070	12,920	10,230
70	22,140	15,710	12,700	9,970
60	21,220	15,370	12,600	9,660
50	20,410	15,120	12,480	9,530
40	19,550	14,780	12,250	9,220
30	19,030	14,340	12,000	9,060
20	18,020	14,060	11,740	8,810
10	17,190	13,550	11,360	8,540
CATEGORY II				
90%	20,260	15,690	12,660	10,320
80	19,720	14,960	12,340	9,820
70	19,190	14,610	12,120	9,550
60	18,260	14,170	11,750	9,300
50	17,500	13,730	11,400	9,120
40	16,410	13,260	11,060	8,910
30	15,650	12,810	10,810	8,670
20	15,000	12,380	10,380	8,460
10	14,180	11,540	9,790	8,130
CATEGORY III				
90%	24,820	19,460	15,670	13,920
80	20,390	17,790	14,590	12,050
70	18,310	16,110	14,390	12,030
60	17,950	14,880	12,870	10,630
50	17,660	14,590	12,250	10,110
40	17,290	14,080	11,510	9,660
30	15,420	13,740	11,460	9,280
20	14,160	12,400	10,750	8,760
10	13,150	11,560	10,030	8,350

*Based upon data submitted by institutions participating in the 1969-70 AAUP Survey.

NOTE: For definitions of the categories, see "NOTE", Table 2.

Table 16

Average Compensation Grades This Year and Last Year

Number and Percentage of Institutions and Full-time Faculty Members, 1969-70,
 and Percentage of Institutions and Full-time Faculty Members, 1968-69,
 Classified by Grade of Average Compensation Scale

Grade of Average Scale	Number 1969-70	Percentage 1969-70	Number 1968-69 ¹	Percentage 1968-69 ¹
I N S T I T U T I O N S				
AA	8	0.8%	3	0.3%
A	46	4.4	36	3.7
B	255	24.3	235	24.0
C	465	44.2	432	44.0
D	212	20.2	218	22.2
E	32	3.0	31	3.2
F and Below ²	8	0.8	6	0.6
Other ³	<u>25</u>	<u>2.4</u>	<u>20</u>	<u>2.0</u>
Total	1,051	100.0	981	100.0
F U L L - T I M E F A C U L T Y M E M B E R S				
AA	4,445	1.8%	1,951	0.9%
A	26,391	10.9	22,358	10.1
B	104,762	43.2	94,947	43.0
C	85,092	35.1	80,037	36.3
D	17,879	7.4	17,776	8.1
E	1,878	0.8	2,023	0.9
F and Below ²	625	0.3	363	0.2
Other ³	<u>1,583</u>	<u>0.7</u>	<u>1,307</u>	<u>0.6</u>
Total	242,655	100.0	220,762	100.0

¹Data for 1968-69 were taken from "The Threat of Inflationary Erosion: The Annual Report on the Economic Status of the Profession, 1968-69," AAP Bulletin, Summer, 1969, Appendix Table 4.

²Includes four institutions with a grade of G.

³Includes twenty-five institutions in which the rank of professor is not utilized and therefore no over-all grade is assigned.

NOTE: Percentages may not total 100 because of rounding.

Table 17

*Annual Costs and Indexes of Comparative Costs Based on a Higher Living Standard
for a Four-Person Family, Spring 1969¹
(U.S. Urban Average Cost = 100)*

AREA	TOTAL BUDGET ²	
	Annual Costs	Indexes
Urban United States	\$14,589	100
Metropolitan areas ³	14,959	103
Nonmetropolitan areas ⁴	12,942	89
<u>NORTHEAST</u>		
Boston	16,341	112
Buffalo	15,505	106
Hartford	15,424	106
Lancaster	14,096	97
New York	16,914	116
Philadelphia	14,782	101
Pittsburgh	14,061	96
Portland	14,005	96
Nonmetropolitan areas ⁴	13,879	95
<u>NORTH CENTRAL</u>		
Cedar Rapids	14,544	100
Champaign-Urbana	14,621	100
Chicago	14,814	102
Cincinnati	13,730	94
Cleveland	14,749	101
Dayton	13,842	95
Detroit	14,464	99
Green Bay	14,348	98
Indianapolis	14,506	99
Kansas City	14,228	97
Milwaukee	15,211	104
Minneapolis-St. Paul	14,803	101
St. Louis	14,229	98
Wichita	13,912	95
Nonmetropolitan areas ⁴	13,382	92
<u>SOUTH</u>		
Atlanta	13,269	91
Austin	12,618	86
Baltimore	14,350	98
Baton Rouge	13,754	94
Dallas	13,565	93
Durham	13,910	95
Houston	13,306	91
Nashville	13,413	92
Orlando	13,452	92
Washington, D. C.	15,350	105
Nonmetropolitan areas ⁴	12,146	83
<u>WEST</u>		
Bakersfield	14,059	96
Denver	14,122	97
Honolulu	17,823	122
Los Angeles-Long Beach	15,137	104
San Diego	14,862	102
San Francisco-Oakland	15,752	108
Seattle-Everett	14,861	102
Nonmetropolitan areas ⁴	13,591	93
Anchorage, Alaska	19,035	130

- 1 Preliminary Data released by U.S. Department of Labor, December, 1969
 2 The total represents the weighted average costs of renter and homeowner families.
 3 Includes places with populations of 50,000 or more. For a detailed description, see the 1967 edition of "Standard Metropolitan Statistical Area," prepared by the Bureau of the Budget.
 4 Includes places with populations of 2,500 to 50,000.

Table 18

Number of Institutions Included in the Self-Grading Compensation Survey,
by Type of Institution and Type of Control

1969-70

	All Combined	Public	Private Independent	Church- Related
Universities	124	79	34	11
Colleges and Emerging Universities	781	266	194	321
Junior Colleges	190	156	24	10
Technical Institutions	27	12	15	-
Other	26	7	13	6
TOTAL	1,148 ²	520	280	348

¹"Colleges and Emerging Universities" encompass Teachers Colleges, Liberal Arts Colleges, and Emerging Universities. The latter include institutions which give advanced graduate work but which do not yet meet "University" survey criteria.

²This number does not include reports submitted too late for inclusion in the statistics. The data for the late reports are published in Appendix I.

ADDITIONAL TABLES AVAILABLE UPON REQUEST

The following tables may be obtained by writing the Washington Office of the AAUP, One Dupont Circle, Washington, D.C., 20036, Attn: Mrs. Maryse Eymonerie.

Table 300-1: Weighted Average Salary and Average Compensation by Rank and for All Ranks Combined for the 'BIG TEN', 1969-70

Table 301-1: Data similar to Table 300-1 for "IVY LEAGUE" institutions, 1969-70

Tables 11a,b,c,d: Academic Year Salaries and Compensations of Professors in Universities Conferring 100 or More Doctorates - Cumulative Distribution of Faculty Members Teaching in Universities Which Conferred 100 or More Doctorate Degrees Each Year, 1961-62 to 1963-64, Classified by Average Salary and Average Compensation and by Type of Control, 1969-70 (Table 11a, Professors; 11b, Associate Professors; 11c, Assistant Professors, and 11d, Instructors)

Tables 12a,b,c,d: Data similar to Tables 11a,b,c,d for Universities

Tables 13a,b,c,d: Data similar to Tables 11a,b,c,d for Colleges and Emerging Universities

Tables 14a,b,c,d: Data similar to Tables 11a,b,c,d for Junior Colleges

Table 19: Percentage of Institutions with Increase in Average Salary Less Than the Consumer Price Index, Within One Percent More Than the Consumer Price Index, and at Least One Percent More than the Consumer Price Index For a Constant Sample of Institutions Reporting Comparable Data for Both Periods, 1964-65 to 1965-66 and 1968-69 to 1969-70, by Type of Control and Academic Rank

Table 20: Data similar to Table 19 for Universities

Table 21: Data similar to Table 19 for Colleges and Emerging Universities

Table 22: Data similar to Table 19 for Technical Institutions

Table 23a: Weighted Average Compensation for Private Independent Institutions, Analyzed by Region, Category, and Academic Rank, 1969-70

Table 23b: Data similar to Table 23a for Public Institutions

Table 24: How Institutions Pay - Names of Institutions Listed in Descending Order of Average Salaries of \$11,000 and Above for Full-time Faculty Members, 1969-70

- Table 25: Salaries and Compensations of Faculty Members in Institutions not Having Professorial Ranks - Cumulative Distribution of Faculty Members Teaching in Institutions not Having Professorial Ranks, Classified by Average Salary and Average Compensation and by Type of Control, 1969-70
- Table 26: Average Salary all Ranks Combined and Average Salary Adjusted for Changes in the Consumer Price Index for the 36 Biennial-Survey Institutions in Selected Years 1939-40 to 1969-70
- Table 27a: Percentage Increases in Average Salary for Institutions reporting Comparable Data for Both Periods, 1964-65 to 1965-66 and 1968-69 to 1969-70, by Type of Institution, Type of Control, and Academic Rank
- Table 27b: Data similar to Table 27a, but adjusted for changes in the rate of increase in consumer prices
- Table 28a: Data similar to Table 27a for average compensation
- Table 28b: Data similar to Table 28a, but adjusted for changes in the rate of increase in consumer prices
- Table 29: Percentage Increases in Average Salary and Average Compensation-Percentage Increases for Institutions Reporting Comparable Date for Both 1968-69 and 1969-70, by Type of Institution, Type of Control and Academic Rank
- Table 30: Weighted Average Salary by Academic Rank, Analyzed by Type of Institution, Type of Control, and Geographical Region, 1969-70
- Table 31: Percentage Increases in Salary for Faculty on Staff both Years 1968-69 and 1969-70 for Universities, Colleges and Emerging Universities, and Technical Institutions, by Type of Control and Academic Rank

APPENDIX TABLES

APPENDIX I
DATA AND INDEX GRADES
INSTITUTIONS WITH PROFESSORIAL RANKS

- NR: No report received.
- EWA: Report received, but publication not authorized.
- e: Institution utilized the exclusion privilege in calculating the grade of the Minimum Compensation Scale. The maximum number of exclusions permitted is limited to the following: the lowest compensated 5 per cent of the first 100 of total full-time faculty members or 2 per cent of all full-time faculty members, whichever is greater.
- c: Compensation of more than 10 per cent of the full-time faculty were adjusted to a nine-month basis in determining average compensation.
- v: The institution has a retirement plan in which its contribution is vested in the faculty member in five years or less.
- z: Report submitted too late for inclusion in statistical computations.
- x: Data include lay faculty only.
- Indices of Minimum and Average Compensation Scales are determined by the Lowest Grade for any faculty rank based on grading tables as published. For explanations see columns (1) and (2) below.
- Compensation includes salary (adjusted to a nine-month basis, when necessary) plus countable fringe benefits. Where faculty members are given duties for eleven or twelve months, salaries are converted to a nine-month basis by applying a conversion factor of 9/11 or by the official conversion factor used in a publicly announced formula.
- Fringe benefits, in general, include only those where the institution makes a definite payment of a specified amount on behalf of and for the benefit of the individual faculty member. The major benefits are contributions by the institution (1) to Federal Old Age, Survivors, and Disability Insurance (institutions were asked to report F.I.C.A. payments calculated at 4.8 per cent of the first \$7000); (2) to retirement programs to the extent that these benefits become vested in the faculty member in five years or less; (3) for life insurance, hospital, and medical insurance and disability income protection; (4) for housing allowances or for housing only if an equivalent cash benefit

fit is available to all faculty members who prefer to live in houses other than those provided by the institution; (5) for tuition of faculty children only if the institution arranges for cash assistance for all children of faculty members, regardless of the institution they attend (the institution's total contribution is considered to be the maximum annual cash allowance made available per student multiplied by the number of faculty children attending college). Because of the difficulties involved in determining their value, benefits in kind are not included. Since the objective of the survey is the measurement of income available for personal consumption, as distinct from professional purposes, benefits of a professional nature (such as convention travel, membership fees, grading assistance, faculty clubs, etc.) are not included.

Explanations of Statistical Data

Col. (1) Index Grades, Average and Minimum Compensation Scales, 1969-70 are determined by the lowest grade for any academic rank based upon AAUP Average and Minimum Compensation Scales, 1969-70 (Appendix Tables 1a and 1b and 2a and 2b). Compensation includes salary (adjusted to nine-month basis, when necessary) plus specified benefits. For institutions submitting a report in 1968-69, improvement or retrogression in the letter grade of either the Minimum or Average Compensation Scale is shown by a plus (+) or a minus (-) preceding the scale grade for 1969-70. If no report was submitted for 1969-70 the indices for 1968-69 are given, when available from last year's survey, in parentheses. Grades for the Average and Minimum Compensation Scales for 1968-69 are based upon the AAUP Scales for that year (Appendix Tables 1a and 1b of the 1968-69 report.)

Col. (2) Grade of Average Compensation by Rank indicates the letter grade of average compensation, as based upon the AAUP Average Compensation Scales for 1969-70 in order of Professor, Associate Professor, Assistant Professor, and Instructor. Since many institutions have no Lecturer rank and since its meaning varies among institutions, no data are given for this rank. In the rare instance where no other rank grades as low and the grade of Lecturer determines the index for the Scale, information is specified in a footnote. For institutions submitting a report in 1968-69, an increase or decrease in the letter grade for the individual rank is indicated by a

plus (+) or minus (-) preceding the scale grade for 1969-70. Grades for 1968-69 are based upon AAUP scales for that year. The number following the letter grade for each rank indicates the number of full-time faculty members in that rank, 1969-70. Comparable data for last year can be obtained from the 1968-69 report.

Col. (3) Average Compensation for Full-time Faculty includes for all ranks both salaries (adjusted to nine-month basis, when necessary) and benefits, 1969-70 and 1968-69. Where the institution submitted no report or declined to authorize publication, average compensation is replaced by a notation of NR (No Report) or FNA (Publication Not Authorized). For those institutions submitting data in time for publication last year, see Summer Bulletin, 1969, pp. 192-253.

Col. (4) Average Salary for Full-time Faculty, 1969-70 and 1968-69, is adjusted to a nine-month basis when necessary. The difference between average compensation and average salary in any given year indicates the magnitude of countable fringe benefits for all ranks combined.

Col. (5) Full-time Faculty Compensation per Student-Equivalent is determined by dividing the total outlay for full-time faculty compensation by number of full-time student-equivalents. Data apply to 1969-70. Because of the diversity of situations no attempt has been made to standardize the concept of "full-time student-equivalent"; each institution has applied its own definition.

In the case of some public institutions the standards used for the AAUP report may not be those used for budgetary purposes and hence statistics may differ from those appearing in official state reports.

Since church-related institutions are asked to submit compensation data for lay faculty only, the figures for Catholic institutions should not be compared with those for other institutions. In view of the diversity of standards for full-time student-equivalents and the great variety in the types and functions of the institutions included in the tabulations, extreme caution should be used in making comparisons.

Col. (6) Number of Full-time Faculty Members indicates the number of persons reported as full-time faculty members and included in the computations. The directions request that administrative officers, librarians, athletic coaches, teachers in laboratory schools, etc., whose functions are not primarily academic instruction, should not be included in the tabulated numbers or compensations even if they hold a title of aca-

demic rank, that persons retired or on leave without salary should not be counted, and that persons on sabbatical or other leave with "full" salary should be included at that salary although they chose a full year leave at half pay. Church affiliated institutions should include lay faculty members but exclude clerical faculty members who donate part or all of their services. Unless separate reports are provided, as in the case of preclinical departments of medical schools, the directions indicated that the report should cover the "entire institution", always excluding medical, dental and nursing schools, summer sessions, laboratory schools, and extension programs and evening or Saturday classes of similar nature.

Statistical Note: It must be pointed out that average salaries and compensation are likely to be affected by a number of peripheral influences. For example, an institution may use a high proportion of part-time graduate assistants where compensations are not included in the average figures for full-time faculty. Figures for these institutions, therefore, overstate the typical remuneration of those who carry the teaching burden. Moreover, the average figure for all full-time faculty can be depressed by the expansion of an institution which brings new faculty members in from outside, either predominantly at the lower ranks or close to the minimum salaries for their ranks. Average figures for small colleges may also be influenced by the fact that in any given year a relatively large number of their higher paid faculty members may be on leave without pay.

Just as average compensations for all full-time faculty may be affected by changes in structure, the same is true for individual ranks. For example, actual improvements in the economic well-being of the faculty may be concealed in any given year by promotions, for they may exercise a double-edged effect upon the average compensations reported in both the higher and the lower rank. Unfortunately, we have found no feasible way to make appropriate adjustments for these occurrences and can only caution the reader to keep these peripheral influences in mind as he uses the report.

- e Institution has utilized exception privilege in calculating Grade of Minimum Compensation Scale.
 c Institution has converted more than 10% of faculty from 11-12 to 9-10 months basis.
 v Retirement contribution is vested within 5 years or less
 z Report received too late to be included in statistical analyses.

NOTES

Institutions marked with "x" include lay faculty only.

Plus (+) sign indicates improvement in grade over last year; minus (-) sign shows a reduction.

Where no data are submitted for 1969-70, the grades for the Average and minimum Compensation Scales for 1968-69 are inserted, if available, in parentheses.

Compensation indices in the Average and Minimum Compensation Scales, column 1) are determined by the lowest grade received in any academic rank.

APPENDIX I
DATA AND INDEX GRADES
INSTITUTIONS WITH PROFESSORIAL RANKS

Name of Institution	Index Grades of Compensation 1969-70 Avg. Scale	Grade of Average Compensation and Number of Faculty by Rank, 1969-70 Prof. Assoc. D	Full-time Faculty (Status of Report) 1969-70 Ass't. D)	Average Compensation, Full-time Faculty 1969-70 Instr. 1968-69	Full-time Faculty 1969-70 1968-69		Full-time Faculty Comp. Per Student Equivalent 1969-70	No. of Full-time Faculty Members 1969-70
					(1)	(2)		
Alabama								
cv Ala. Agr. & Mech. Univ.	c	+C, 17	+C, 28	+B, 50	B, 34	\$10,893	\$ 9,198	\$ 8,847
cv Alabama State University	+C	+B	+B, 21	B, 25	+A, 30	11,594	10,700	10,701
c Auburn University	C	+C	C, 205	B, 186	B, 259	12,317	11,102	9,716
ev Birmingham Southern College	C	+B	C, 25	C, 20	B, 33	11,981	11,804	11,815
ec Florence State University	D	+C	D, 29	D, 22	C, 55	10,190	9,313	9,732
v Huntingdon College	D	D	D, 16	D, 10	-D, 13	+B, 5	10,794	9,567
cv Jacksonville St. Univ.	(D)	(D)	-	-	-	-	10,397	9,207
ecv Judson College	-	-	-	-	-	-	9,147	NR
Samford University	-	-	-	-	-	-	NR	NR
v Spring Hill College	D	C	D, 7	+C, 5	+B, 18	B, 19	9,973	9,338
v Stillman College	+D	D, 3	D, 9	+D, 9	+C, 18	8,817	7,615	9,171
v Talladega College	D	E	D, 12	D, 13	+C, 14	B, 14	9,720	9,018
							8,816	8,060
							8,816	8,060

Name of Institution	Index Grades of Compensation 1969-70	Avg. Min. Scale	Grade of Average Compensation and Number of Faculty by Rank, 1969-70	Average Compensation Full-time Faculty (Status of Report) 1969-70 1968-69			Full-time Faculty Camp. per Student-Equivalent	No. of full-time Faculty Members 1969-70
				Prof.	Assoc.	Average Compensation Full-time Faculty 1969-70		
						Ass't.		
c Troy State University	+C	+B	+C, 20	C, 13	+B, 14	B, 37	\$10,706	\$ 9,751
v Tuskegee Institute ²	C	C	C, 23	C, 46	B, 59	B, 97	10,670	9,946
ecv University of Alabama ²	C	C	C, 177	B, 145	A, 140	A, 54	13,812	12,768
cv Univ. of Ala.: Precelin. Med. Ctr.	A	+AA	A, 23	+AA, 21	+AA, 23	AA, 5	18,505	16,975
ecv Univ. of Alabama (Birmingham) ³	B	B	B, 19	A, 23	A, 43	B, 32	12,774	12,466
cv Univ. of Alabama (Huntsville) ³	C	B	C, 20	+A, 30	A, 34	A, 24	13,153	12,368
University of Montevallo ⁴	+C	C	+C, 24	+C, 34	C, 31	+B, 12	11,229	12,531
ev Univ. of South Alabama	C	C	C, 36	B, 37	B, 70	A, 73	11,416	10,020
						NR	10,667	9,511
						-	-	794
								216
Alaska								
cv University of Alaska ⁵	B	A	B, 29	A, 42	+AA, 65	AA, 22	14,477	13,743
Arizona								
ecv Arizona State University	+B	+B	+B, 291	B, 261	A, 265	A, 46	14,521	13,592
v Northern Arizona University ⁶	-	-	-	-	-	-	12,459	11,510
cv University of Arizona ⁶	C	C	C, 517	B, 289	A, 291	A, 96	14,543	13,576
							13,494	12,574
								801
								1,243
								161
Arkansas								
Agr., Mech. & Normal College	-	-	-	-	-	-	NR	-
v Arkansas Agr. & Mech. College	D	D	D, 17	D, 19	+C, 29	+B, 31	8,672	9,313
ecv Arkansas Poly-technic College	D	+C	D, 13	+C, 25	C, 44	B, 20	9,365	9,272
ecv Arkansas State University ⁷	C	C	C, 29	+B, 54	A, 62	B, 98	10,988	9,941
c Harding College	E	+E	E, 14	-E, 10	D, 46	+D, 26	8,307	7,883
ecv Henderson State College	D	C	D, 23	C, 38	-C, 36	C, 29	10,678	9,821
v Hendrix College	D	C	C, 14	B, 19	C, 10	D, 3	12,719	MR
ecv Ouachita Baptist University	-F	-F	D, 19	-E, 27	-E, 25	-F, 7	9,265	9,110
Philander Smith College	-	-	-	-	-	-	NR	-
ev Southern State College	D	+C	D, 13	+C, 27	C, 42	B, 23	10,172	9,205
ev State College of Arkansas	D	C	D, 35	C, 33	B, 43	-B, 45	10,907	10,600
							9,945	9,651
								407
								105
								159

Name of Institution	Index Grades of Compensation of 1969-70			Grade of Average Compensation and Number of Faculty by Rank, 1969-70			Average Compensation, Full-time Faculty (Status of Report)			Average Salary, Full-time Faculty 1968-69			No. of Full-time Faculty Members 1969-70		
	Prof.	Assoc.	Ass't.	Instr.	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	Full-time Faculty Equivalent	Comp. per Student-Equivalent	Student-Equivalent		
ecv University of Arkansas ⁸	C	C	C	C, 217	B, 139	A, 197	-B, 109	\$13,046	\$12,822	\$11,957	\$11,650	\$ 779	662		
Univ. of Ark.: Med. Center	-	-	-	-	-	-	-	NR	NR	-	-	-	-	64	
er Univ. of Ark. (Little Rock) ⁹	C	C	C	C, 12	C, 14	C, 53	+B, 19	10,652	9,631	9,844	8,426	352	98		
California															
vz Bakersfield College	C	A	A	C, 43	B, 77	A, 54	AA, 28	+\$3,588	12,935	12,105	NR	202			
cv Calif. Inst. of Tech. ¹⁰	A	A	A	A, 147	A, 53	A, 35	-A, 2	20,410	19,313	17,143	16,272	3,149	237		
v Calif. Lutheran Coll.	C	B	C	C, 10	B, 18	B, 28	-B, 9	11,730	11,250	10,198	9,681	710	64		
v All State Colleges Combined ¹¹	B	A	B	B, 2951	A, 2656	A, 4242	AA, 386	14,938	14,121	13,598	12,879	858	10,235		
v Cal. St. Coll. at Dominguez Hills	B	A	B	B, 10	A, 24	A, 58	AA, 2	13,557	13,022	12,301	11,827	807	94		
v Cal. St. Coll. at Fullerton	B	A	B	B, 88	A, 137	-A, 221	AA, 19	14,577	13,686	13,250	12,191	735	465		
v Cal. St. Coll. at Hayward	B	A	B	B, 96	A, 131	A, 192	AA, 16	14,649	13,763	13,325	12,542	843	435		
v Cal. St. Coll. at Long Beach	B	A	B	B, 287	A, 300	A, 430	AA, 40	14,307	14,222	13,472	12,975	830	1,057		
v Cal. St. Coll. at Los Angeles	B	A	B	B, 268	A, 199	A, 392	AA, 30	15,128	14,119	13,771	12,904	918	889		
v Cal. St. Poly. Coll. (Pomona)	B	A	B	B, 70	A, 125	A, 190	AA, 1	14,218	13,101	12,926	12,189	802	386		
v Cal. St. Poly. Coll. (San Luis Obispo)	B	A	B	B, 144	+A, 182	A, 279	AA, 26	14,474	13,565	13,164	12,372	861	631		
v Chico State College	B	A	B	B, 127	+A, 126	A, 239	AA, 18	14,619	13,622	13,297	12,392	879	510		
v Fresno State College	B	A	B	B, 224	A, 191	A, 276	AA, 10	14,979	14,051	13,643	12,812	943	701		
v Humboldt State College	B	A	B	B, 66	A, 62	A, 144	AA, 29	14,157	13,308	12,865	12,092	879	301		
v Sacramento State College	B	A	B	B, 203	+A, 206	A, 225	AA, 20	15,180	14,229	13,828	12,962	852	654		
v San Bernardino State College	B	A	B	B, 18	A, 18	A, 60	AA, 1	14,170	13,385	12,869	12,183	916	97		
v San Diego State College	B	A	B	B, 333	A, 172	A, 453	AA, 20	15,229	14,321	13,866	13,064	814	978		
v San Fernando Valley State College	B	A	B	B, 206	A, 173	A, 357	AA, 62	14,273	13,871	12,977	12,648	716	798		
v San Francisco State College	B	A	B	B, 332	A, 250	A, 215	AA, 47	15,763	14,768	14,371	13,489	1,014	874		
v San Jose State College	B	A	B	B, 428	A, 268	A, 319	AA, 42	15,942	15,069	14,537	13,790	907	1,057		
v Sonoma State College	B	A	B	B, 30	+A, 63	A, 110	AA, 1	13,989	13,519	12,736	12,309	939	204		
v Stanislaus State College	B	A	B	B, 21	A, 29	A, 52	AA, 2	14,041	13,295	12,791	12,091	794	104		

Name of Institution	Index Grade of Compensation 1969-70	Avg. Min. Scale	Prof. Scale	Grade of Average Compensation and Number of Faculty by Rank, 1969-70			Average Compensation, Full-time Faculty (Status or Report) 1969-70 1968-69	Average Salary, Full-time Faculty 1969-70 1968-69	Full-time Faculty Comp. per Student-Equivalent	No. of Full-time Faculty Members 1969-70	
				Assoc.	Ass't.	Instr.					
Chaffey College	-	B	C, 12	B, 19	B, 31	+A, 17	\$11,965	\$10,803	\$10,468	NR	
v Chapman Graduate Sch. & U. Ctr.	-C	A	B, 29	AA, 10	AA, 6	-	19,467	18,230	15,659	82	
v Claremont Men's College	B	A	B, 20	-B16	A, 21	AA, 12	14,095	13,438	12,255	45	
v College of the Holy Names ^x	C	B	C, 2	C, 5	C, 6	C, 10	9,219	7,915	9,119	1,203	
v College of Notre Dame	E	+D	E, 6	+B, 6	C, 16	B, 8	10,118	9,213	9,754	70	
v Compton College	-	B	C, 28	B, 57	+A, 203	+A, 86	11,797	10,550	10,984	23	
cv Defense Language Institute ¹²	C	B	B, 4	B, 8	-C, 6	-D, 5	12,009	12,931	11,072	36	
v Golden Gate College	-D	B	B, 13	A, 24	-B, 11	+AA, 2	14,970	14,391	12,940	NA	
v Harvey Mudd College	B	A	B, 8	B, 11	B, 15	+A, 5	12,691	12,247	11,971	374	
v Immaculate Heart College ^x	-	B	-	-	-	-	NR	NR	1,935	NA	
v Loma Linda University	-	C	B	C, 27	B, 29	-C, 39	-B, 1	12,985	12,971	12,059	50
ev Loyola Univ. of Los Angeles ¹³	-	-	-	-	-	-	NR	NR	11,707	426	
Marymount College	-	B	A	B, 20	B, 14	A, 20	A, 11	13,862	13,360	-	96
ev Mills College	D	C	D, 7	C, 3	C, 10	C, 14	9,789	9,603	12,335	1,097	
v Mount St. Mary's College ^x	B	B	B, 34	A, 26	A, 31	AA, 21	14,361	13,832	9,106	65	
ev Occidental College	C	B	C, 24	A, 57	AA, 63	AA, 60	14,315	12,513	12,492	34	
ecv Orange Coast College	F	F	F, 25	F, 29	E, 33	E, 26	7,584	6,721	8,490	900	
c Pacific Union College	-	-	-	AA, 99	AA, 95	AA, 101	14,450	13,587	8,535	112	
v Pasadena City College	+E	E	D, 12	E, 19	+D, 22	+C, 3	9,424	9,773	8,613	295	
cv Pasadena College	D	D	D, 22	D, 17	D, 27	D, 10	12,087	12,432	8,121	56	
ecv Pepperdine College	B	A	B, 4	A, 9	A, 22	AA, 9	14,377	13,414	10,605	457	
v Pitzer College	B	A	B, 39	A, 22	A, 37	AA, 20	14,595	13,414	10,329	76	
ev Pomona College	B	A	B, 7	A, 11	+A, 21	A, 7	13,117	12,016	8,42	44	
v St. Mary's Coll. of Calif. ^x	B	A	+C, 8	C, 6	C, 19	C, 8	10,495	10,078	8,726	118	
v San Francisco Coll. for Women ^x	+C	+B	B, 11	A, 10	A, 19	A, 3	14,112	13,731	8,613	41	
v Scripps College	B	A	+C	D, 2	D, 1	C, 15	D, 5	9,162	8,535	12,012	43
v Southern Calif. College	D	A	A	A, 116	AA, 161	AA, 157	A, 30	19,320	18,195	11,690	23
ecv Stanford University ¹⁴	B	B	B, 25	B, 34	A, 40	-A, 25	12,730	11,967	17,086	429	
vz U.S. Internat'l. Univ.	B	A	3,88	+AA, 79	AA, 58	-	17,788	16,287	11,136	761	
cv U.S. Naval Postgrad. Sch. ¹⁵	B	A	-	-	-	-	-	-	1,337	131	
cv U.S. Naval Postgrad. Sch. ¹⁵	B	A	-	-	-	-	-	-	15,150	225	

Name of Institution	Index Grades of Compensation 1969-70			Grade of Average Compensation and Number of Faculty by Rank, 1969-70			Average Compensation, Full-time Faculty (Status of Report) 1969-70			Average Salary, Full-time Faculty 1968-69			No. of Full-time Faculty Members 1969-70
	Avg. Scale	Min. Scale	Prof.	Assoc.	Ass't.	Instr.	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	
v University of California ¹⁶	A	A	A, 2111	A, 1078	A, 2383	A, 265	\$16,666	\$15,633	\$14,895	\$13,965	\$1,055	6,049	
cv Univ. of Calif. Med. Sch. ¹⁷	A	A	A, 120	AA, 54	AA, 110	AA, 112	18,171	16,962	16,247	15,161	3,985	311	
ev University of the Pacific ¹⁸	C	C	C, 54	D, 78	B, 65	A, 6	13,373	12,153	12,145	11,048	842	203	
ev University of Redlands	B	B	B, 35	B, 33	B, 39	A, 10	13,532	12,888	12,032	11,325	940	117	
ev Univ. of San Diego Coll. for Men ^x	D	B	D, 6	C, 11	B, 15	B, 6	10,984	NR	9,943	-	NA	38	
ev Univ. of San Diego Coll. for Women ¹⁹	D	C	D, 9	D, 9	-D, 21	-D, 4	9,910	8,736	9,449	8,211	879	43	
ev Univ. cf San Francisco ^x	C	+A	C, 34	B, 24	A, 55	-A, 28	13,000	12,394	11,839	11,261	NA	141	
ev Univ. of Santa Clara ²⁰	C	A	B, 37	A, 30	A, 69	AA, 22	13,820	13,356	12,356	11,939	NA	163	
evz Univ. of Southern California	B	B	B, 298	A, 106	AA, 213	AA, 37	15,525	14,739	14,018	13,319	818	722	
ev Whittier College	+B	+B	+B, 14	+B, 13	+B, 19	+A, 25	11,992	9,844	11,215	9,260	390	71	
Colorado													
ev Adams State College	C	+B	+C, 23	C, 31	B, 56	-B, 15	11,520	10,610	10,551	9,845	535	125	
ev Colorado College	B	A	B, 34	B, 37	B, 39	AA, 12	13,857	12,899	12,225	11,405	987	122	
v Colorado School of Mines ²¹	C	B	C, 38	B, 37	A, 46	+AA, 5	13,900	12,583	12,806	11,669	1,058	126	
cv Colorado State College	C	-D	C, 72	B, 71	B, 146	+B, 108	11,231	10,255	10,351	9,472	481	397	
cv Colorado State University	+B	C	+B, 253	+A, 269	A, 361	+A, 153	13,463	12,431	12,582	11,728	950	1,036	
v Fort Lewis College	D	C	D, 9	+B, 19	B, 40	A, 14	11,169	10,437	10,438	9,846	490	82	
v Iliff School of Theology ^x	C	-C	C, 5	C, 1	B, 6	-	12,302	11,357	11,500	10,753	1,379	12	
v Loretto Heights College	E	E	E, 14 ^z	D, 15	D, 21	C, 14	9,158	NR	8,313	-	NA	64	
v Metropolitan State College	C	C	C, 31	C, 26	B, 114	C, 11	11,150	NR	10,235	-	507	182	
v Regis College ^x	D	+C	D, 3	C, 5	C, 23	+B, 12	9,734	8,984	8,961	8,270	NA	43	
ev Southern Colo. State Coll.	C	B	C, 17	B, 72	B, 117	+A, 78	11,342	10,498	10,247	9,664	610	284	
ev Temple Buell College	B	B	B, 16	B, 14	A, 37	A, 10	12,960	12,482	11,584	11,173	962	77	
ev University of Colorado	B	B	B, 332	A, 274	A, 324	A, 78	14,449	13,845	13,322	12,764	646	1,008	
cv Univ. of Colo. Sch. of Medicine	A	A	A, 19	AA, 13	AA, 29	AA, 11	16,430	14,727	15,074	3,526	2,766	82	
evz University of Denver	C	C	C, 126	B, 125	-B, 139	B, 54	13,512	12,600	11,430	749	445	133	
v Western State College	C	B	C, 21	+B, 40	B, 53	A, 19	11,740	10,793	10,007	504	504		

Name of Institution	Index Grades of Compensation 1969-70	Avg. Min. Scale	Scale	(1)	(2)	(3)	(4)	(5)	(6)	
				Prof.	Assoc.	As't.	Instr.	Average Compensation, Full-time Faculty (Status of Report) 1969-70 1968-69	Average Salary, Full-time Faculty 1969-70 1968-69	No. of Full-time Faculty Members 1969-70
Connecticut										
Central Conn. State Coll.	B	A	B,55	A,63	A,162	AA,75	\$13,340	\$12,515	\$11,991	355
ev Connecticut College	B	-B	B,38	+A,26	-B,42	+AA,22	13,604	12,519	10,741	129
Eastern Conn. State Coll.	C	+A	C,13	A,14	A,33	AA,12	13,299	12,506	12,047	72
ev Fairfield University	C	B	C,12	B,28	B,57	AA,16	11,964	11,084	NA	113
Manchester Comm. College	-	-	-	B,5	A,30	AA,21	10,983	10,696	10,563	63
ev New Haven College	+C	+B	+C,10	B,21	A,48	AA,10	11,971	11,031	10,800	92
c Norwalk Comm. College	D	C	D,4	C,3	C,36	B,27	9,543	NR	9,169	74
ev Quinnipac College	C	B	C,12	B,19	+A,55	+AA,37	12,106	10,454	10,819	734
ev Sacred Heart University	C	B	C,8	C,12	B,32	B,36	10,373	9,435	9,427	88
ev Saint Joseph College ^X	D	C	D,6	D,4	C,14	+B,10	9,901	9,443	9,089	34
Southern Conn. St. Coll.	C	A	C,73	A,53	A,190	AA,70	13,505	12,611	12,785	386
ev Trinity College	B	B	B,4C	B,33	A,23	A,15	13,791	12,289	11,459	123
v U.S. Coast Guard Academy ²²	C	B	C,5	A,17	AA,5	-	14,919	13,326	13,954	37
v University of Bridgeport ²³	C	B	C,+4	A,60	A,122	AA,48	12,832	12,214	11,496	271
+A	A	A	+A,270	A,325	AA,358	AA,140	16,030	14,834	15,297	1,113
C	B	B	C,31	+A,57	+A,79	+AA,49	12,461	11,116	11,299	219
A	AA	A	A,63	AA,34	AA,84	AA,9	16,976	15,376	13,828	215
-C	A	A	-C,16	A,27	A,77	AA,38	12,953	12,190	12,234	158
A	AA	AA	A,339	AA,141	+AA,265	AA,36	19,458	17,414	15,916	806
-	-	-	-	-	-	-	NR	-	-	-
Delaware										
Delaware State College	-	-	-	-	-	-	NR	9,597	9,232	-
ev University of Delaware ²⁶	B	B	B,104	A,111	A,184	+AA,102	13,872	13,024	11,922	510
v Wesley College	D	+A	D,7	+C,6	C,23	+A,4	10,514	9,213	9,597	636

Name of Institution	Index Grades of Compensation 1969-70 Avg. Min. Scale Scale	Grade of Average Compensation and Number of Faculty by Rank, 1969-70	Average Compensation, Full-time Faculty (Status of Report) 1969-70 1968-69	Full-time Faculty 1969-70 1968-69	Full-time Faculty Comp. per Student- Equivalent		No. of Full-time Faculty Members 1969-70
					Prof.	Assoc.	
District of Columbia							
v American University	B	B, 97	A, 73	A, 107	AA, 34	\$15,098	\$13,239
ecv Catholic University ^x	B	B, 89	B, 101	B, 125	+A, 18	13,964	13,508
v D. C. Teachers College ²⁷	+A	+A, 24	A, 9	AA, 54	AA, 29	15,763	13,743
ecv Dunbarton College ^x	D	C	D, 3	C, 2	C, 7	9,604	9,200
cv Gallaudet College ²⁸	+B	B	+B, 16	B, 42	+B, 32	+A, 36	11,999
ecv George Washington Univ ²⁹	B	+A	B, 175	A, 117	A, 103	-B, 27	16,116
ev Georgetown University ³⁰	B	B	B, 70	A, 76	A, 82	+AA, 42	14,275
v Howard University ³¹	B	A	B, 110	A, 87	A, 96	A, 141	13,770
v Mount Vernon College	D	-E	D, 6	D, 9	C, 5	-D, 3	10,718
v Trinity College ^x	C	B	C, 8	C, 12	B, 21	B, 10	10,932
Florida							
v Barry College ³²	(C)	E	-	-	-	NR	9,973
Bethune-Cookman College	-	-	-	-	-	NR	-
ec Florida Agr. & Mech. Univ.	C	+B	C, 49	C, 56	+B, 77	+B, 56	11,448
ec Florida Atlantic University	C	B	C, 54	B, 48	+A, 58	A, 26	13,502
e Florida Memorial College	E	D	E, 9	E, 8	D, 7	B, 16	12,462
v Fla. Presbyterian College	+B	B	+B, 27	B, 16	A, 23	AA, 2	9,227
ec Florida State University	B	B	B, 290	A, 238	A, 393	A, 105	14,030
c Fla. Technological Univ ³³	(C)	B	-	-	-	NR	13,526
ecv Jacksonville University ³³	D	+B	D, 17	+C, 30	+C, 52	+C, 15	10,528
v Miami-Dade Junior College	-	-	-	-	-	NR	9,195
ev New College	B	+A	B, 12	A, 7	A, 19	+AA, 7	14,101
c Pensacola Junior College ³⁴	D	-D	D, 17	C, 29	C, 56	C, 110	9,304
ecv Rollins College ³⁵	C	C	C, 17	B, 17	B, 23	B, 11	12,413
							11,808
							11,260
							10,834
							767

Name of Institution	Index Grades of Compensation 1969-70	Avg. Min. Scale	Scale	(1)	(2)	(3)	(4)	(5)	(6)				
				Prof.	Assoc.	Ass't.	Instr.	Average Compensation and Number of Faculty by Rank, 1969-70	Full-time Faculty (Status of Report 1968-69)	Average Salary, Full-time Faculty 1968-69	Full-time Faculty Comp. per Student-Equivalent	No. of Full-time Faculty Members 1969-70	
e Saint Leo College ³⁶	C	C	C, 6	C, 15	+B, 20	B, 29	\$10,157	\$ 8,632	\$ 9,663	\$ 8,349	NA	70	
v Stetson University ³⁷	D	D	D, 41	C, 22	B, 39	A, 19	11,988	11,090	10,366	9,558	\$ 799	121	
ec University of Florida	B	B	B, 344	B, 300	+A, 429	A, 69	13,919	12,987	13,919	12,987	\$ 785	1,143	
Univ. of Fla.: Coll. of Med. ³⁸	-	-	-	-	-	-	PNA	NR	-	-	-	-	
ecv University of Miami ³⁹	B	+B	B, 191	A, 128	A, 178	A, 41	15,202	14,105	12,860	11,817	633	550	
Univ. of Miami: Med. Sch.	-	-	-	-	-	-	NR	-	-	-	-	-	
ec Univ. of South Florida ⁴⁰	C	B	C, 94	B, 175	-B, 280	-B, 41	12,545	11,906	12,522	11,891	598	608	
ev University of Tampa ⁴⁰	D	D	D, 21	D, 12	C, 34	+B, 12	10,566	9,996	9,713	9,165	370	79	
ec Univ. of West Florida ⁴¹	(C)	B	-	-	-	-	NR	11,630	-	11,660	-	-	
 Georgia													
Abraham Baldwin Agr. Coll.	-	-	-	-	-	-	NR	NR	11,417	10,299	-	-	
ev Agnes Scott College	C	C	C, 11	B, 20	B, 41	+A, 5	12,239	11,063	10,571	10,571	1,037	77	
c Albany State College	C	C	D, 22	C, 15	-C, 39	C, 9	11,178	10,854	10,673	10,350	614	98	
c Armstrong State College	D	D	C, 13	B, 28	B, 38	A, 20	11,493	10,918	11,030	10,460	85	85	
Augusta College	C	C	C, 14	C, 12	C, 33	+B, 7	11,149	10,214	10,166	9,320	521	99	
v Berry College	C	C	D, 2	+C, 14	C, 13	B, 7	10,233	9,453	9,733	8,963	666	67	
Brunswick Junior College	D	C	D, 3	B, 31	B, 46	-B, 10	11,603	10,963	11,100	10,154	575	36	
ec Columbus College ⁴¹	B	B	B, 69	A, 59	A, 80	A, 44	14,238	13,581	12,581	12,285	90	90	
ev Emory University ⁴¹	B	A	B, 12	A, 13	A, 12	A, 5	15,830	15,497	14,317	14,054	1,127	252	
evv Emory Univ.: Med. Sch. ⁴²	B	A	-C	C, 25	-C, 28	B, 39	A, 17	11,629	11,229	11,144	10,761	1,391	42
c Fort Valley State College	C	C	C, 24	C, 26	B, 31	B, 16	10,233	9,453	9,733	8,963	585	109	
e Ga. Coll. at Milledgeville	C	C	B, 159	A, 167	A, 123	A, 34	11,581	11,060	11,071	10,560	732	97	
ec Georgia Inst. of Tech ⁴³	B	B	C, 36	B, 61	-B, 120	A, 60	14,674	13,995	14,145	13,411	937	489	
ec Ga. Southern College ⁴³	C	C	D, 8	B, 7	+A, 77	AA, 28	11,416	10,704	11,137	10,792	695	277	
c Ga. Southwestern College ⁴³	D	D	B, 94	A, 116	A, 201	-B, 64	13,477	12,866	10,913	10,222	662	120	
e Georgia State University	B	B	-	-	-	-	-	-	12,371	13,076	704	475	

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				Prof.	Assoc.	Ass't.					
ec Medical Coll. of Georgia	(B)	A)	-	-	B, 22	A, 33	NR	\$14,894	14,428		
ev Mercer University	-D	C	-D, 31	D, 12	C, 22	A, 41	\$11,557	\$9,840	\$9,395		
c Middle Georgia College	C	C	C	D, 14	D, 14	9,863	9,239	8,782	433		
z Morris Brown College	D	E	D	D, 13	C, 24	B, 43	9,854	8,817	658	89	
e North Georgia College	D	+B	C, 9	+B, 18	B, 19	A, 10	11,563	10,532	10,037	584	
ev Oglethorpe College	+C	+B	C, 4	+A, 9	B, 12	B, 1	12,580	10,955	9,209	26	
v Paine College	C	+C	D, 2	+C, 9	C, 17	-C, 16	9,233	8,853	8,068	630	
v Savannah State College ⁴³	-D	D	-D, 26	C, 23	C, 30	-D, 25	10,548	11,231	10,099	574	
c South Georgia College ⁴³	D	-D	D, 3	D, 19	C, 20	+A, 8	10,241	9,560	9,043	511	
Spelman College	D	+C	D, 13	D, 12	+C, 27	D, 20	9,752	9,000	7,139	719	
v Tift College ⁴⁴	(F)	D	-	-	-	-	NR	9,147	8,326	-	72
c Univ. of Georgia ⁴⁴	+A	B	B, 367	A, 329	-A, 496	AA, 195	14,517	14,224	13,997	1,216	
c Valdosta State College	C	C	C, 27	-C, 35	B, 76	A, 15	11,612	11,205	11,099	1,387	
ev Wesleyan College	D	D	D, 16	D, 21	-D, 11	+B, 3	10,586	10,292	9,303	NR	
e West Georgia College	C	B	C, 28	B, 36	B, 103	B, 51	11,715	10,949	11,214	1,072	
								10,457	10,457	596	
										218	
Hawaii											
v Chaminade College ^X	-	-	-	C, 5	C, 11	C, 19	8,770	8,560	8,185	8,053	35
v Church College of Hawaii ⁴⁵	-	-	B, 248	A, 209	+AA, 334	+AA, 161	NR	10,942	9,861	NA	-
cv University of Hawaii ⁴⁶	B	A					15,575	13,868	13,601	12,060	843
Idaho										952	
Boise State College	D	C	D, 18	C, 46	B, 71	+A, 57	10,801	10,200	10,249	9,783	454
ev College of Idaho	D	C	D, 22	C, 14	C, 18	C, 1	11,495	10,606	10,562	9,750	703
e Idaho State University	C	C	C, 24	B, 58	B, 91	A, 63	11,208	10,663	10,651	10,107	552
Lewis-Clark Normal School	NR	E, 6	E, 6	D, 11	D, 16	+B, 13	9,303	8,473	8,810	8,111	NR
v Northwest Nazarene College	E	D	E, 20	D, 7	-E, 20	E, 8	9,176	8,784	8,245	7,902	NR
ec University of Idaho	C	C	C, 124	C, 121	B, 142	B, 54	11,985	11,374	11,462	10,870	930

Name of Institution	Index Grades of Compensation 1969-70	Avg. Scale	Min. Scale	(1)	(2)	(3)	(4)	(5)	(6)
				Prof.	Assoc.	Ass't.	Instr.	Full-time Faculty Comp. per Student-Equivalent	No. of Full-time Faculty Members 1969-70
Illinois									
v Augustana College	C	E	B,18	B,21	B,27	AA,24	\$11,790	\$11,338	\$10,414
ev Aurora College	+D	D	E,6	D,5	D,18	C,6	9,114	8,667	9,465
cv Black Hawk College ^x	C	C	C,7	C,4	+B,7	+A,13	11,284	10,599	10,510
ev Bradley University ⁴⁷	C	C	C,6	B,22	A,26	AA,48	12,062	10,382	9,351
ecv Chicago City College ⁴⁸	C	B	C,56	B,71	A,113	AA,61	12,930	12,182	11,712
ev Chicago State College ⁴⁹	B	+AA	B,70	+AA,239	AA,463	AA,369	14,795	12,450	12,560
ecv De Paul University ⁵⁰	B	A	B,35	A,48	A,102	+AA,49	13,499	12,219	12,025
ev Eastern Illinois Univ.	C	B	C,39	+A,51	A,111	-A,46	12,582	12,045	11,516
ev Elmhurst College	+B	B,101	B,101	A,182	+AA,94	14,017	12,814	12,475	11,598
v Eureka College	C	C,15	B,12	B,75	A,10	11,794	10,916	10,755	9,984
v George Williams College	+C	+B	+C,5	C,7	B,19	A,2	10,962	10,390	9,773
v Greenville College	C	B	C,7	B,9	A,22	B,3	12,508	11,734	11,141
v Illinois College	E	D	E,10	D,21	D,14	D,3	9,446	9,015	8,406
ecv Ill. Inst. of Technology	C	+B	C,7	C,17	+B,15	A,1	11,513	10,699	10,543
ev Illinois State University	B	B	B,79	A,81	A,87	A,56	14,643	13,494	13,086
v Lincoln College	+A	B,142	A,156	A,273	+AA,151	13,368	12,448	12,358	11,275
v Ill. Wesleyan University	C	C	C,25	B,22	B,47	A,13	12,207	11,656	10,537
v Knox College	A	A	A,21	A,22	A,32	-A,20	14,465	13,569	12,729
ev Lake Forest College ⁵¹	AA	A	A,22	A,19	A,25	AA,22	14,526	13,589	12,291
ev Lewis College	D	D	D,4	+C,7	C,27	B,25	9,326	8,760	8,733
v Loyola University ⁵²	D	C	D,1	C,9	B,20	9,840	9,208	8,530	7,731
cv MacMurray College	+B	+B	+B,53	A,68	A,125	A,70	12,789	11,926	11,776
v Millikin University	C	B	C,15	A,16	A,22	A,12	12,665	12,306	11,600
ev Monmouth College	C	C	C,10	C,24	B,31	-C,29	10,458	9,820	9,685
ev Monticello College	C	+A	C,17	B,16	A,28	AA,24	12,617	11,681	11,440
ev North Central College	D	-C	D,2	C,5	-C,11	-C,12	9,651	9,603	8,785
	+C	+C	+C,16	+B,13	B,18	A,9	11,965	11,192	10,868

Name of Institution	Index Grades of Compensation 1969-70	Grade of Average Compensation and Number of Faculty by Rank, 1969-70			Full-time Faculty (Status of Report) 1969-70	Average Compensation, Full-time Faculty 1968-69	Average Salary, Full-time Faculty 1969-70	No. of Full-time Faculty Members 1969-70
		Prof.	Assoc.	Ass't.				
ev North Park Coll. & Theol. Sem.	C	C	C, 14	C, 16	C, 30	B, 13	\$10,571	\$ 9,912
ecv Northeastern Ill. St. Coll. ⁵³	B	B	B, 43	A, 65	A, 99	+AA, 58	13,542	12,237
ev Northern Illinois University ⁵⁴	B	A	B, 210	A, 241	+AA, 215	A, 192	14,407	12,037
ev Northwestern University ⁵⁵	A	A	A, 310	AA, 173	AA, 159	AA, 67	18,767	12,664
v Olivet Nazarene College	E	NR	+D, 16	D, 10	+C, 41	-E, 14	9,602	12,015
Principia College	-	-	-	-	-	-	8,593	17,975
v Quincy College ^x	D	+B	D, 3	C, 11	+B, 27	B, 15	NR	16,595
v Rockford College	C	C	C, 17	B, 9	B, 20	A, 10	10,378	9,409
v Roosevelt University	C	B	C, 53	B, 66	A, 52	A, 19	12,510	11,750
ev Rosary College ^x	E	D	E, 7	D, 6	+C, 16	B, 13	13,914	11,607
ev St. Xavier College ^x	D	C	D, 4	D, 7	C, 18	+B, 9	9,464	12,077
ev School of Art Inst. Chicago ^x	+D	+E	D, 4	+D, 21	D, 25	+C, 17	8,708	8,708
ev Southern Illinois University ⁵⁶	B	B	B, 275	A, 321	+AA, 373	+AA, 321	10,063	9,291
evv University of Chicago ⁵⁷	A	A	A, 394	AA, 168	AA, 272	AA, 57	9,149	10,750
cv University of Illinois ⁵⁸	B	B	B, 1080	A, 695	+AA, 1023	AA, 411	14,087	12,931
cv Univ. of Ill.: Med. Ctr.	-	-	-	-	-	-	19,639	12,525
ev Western Illinois University	B	A	B, 72	A, 94	A, 257	+AA, 157	15,798	11,931
v Wheaton College	C	C	C, 37	C, 26	+B, 46	B, 19	PNA	17,735
Indiana							PNA	14,784
Anderson College	-	-	-	-	-	-	PNA	15,061
v Ball State University	+D	+A	+B, 122	A, 119	A, 301	A, 113	NR	15,798
v Butler University	B	B	B, 39	B, 30	B, 53	A, 22	13,035	12,349
ev De Pauw University ⁵⁹	B	B	B, 53	-B, 40	A, 37	+AA, 29	12,822	12,384
ev Earlham College ⁵⁹	C	B	C, 19	B, 22	B, 29	A, 14	13,984	13,304
v Franklin College	C	C	C, 9	C, 17	B, 22	A, 8	12,681	12,277
cv Goshen College	-	-	-	-	-	-	11,673	10,536
ev Hanover College	+B	B	+B, 19	B, 16	+A, 22	A, 14	PNA	10,327
							PNA	9,349
							-	9,155
							12,371	11,897
								948
								71

(1)	(2)	(3)	(4)	(5)	(6)
Name of Institution	Index Grades of Compensation on 1969-70 Avg. Scale	Grade of Average Compensation and Number of Faculty by Rank, 1969-70	Average Compensation, Full-time Faculty (Status of Report) 1968-69	Average Salary, Full-time Faculty 1968-69	No. of Full-time Faculty Members 1969-70
	Prof. Assoc. Ass't.	Instr.	PWA	\$11,040 \$10,340 \$11,908	555 685 1,118
ev Indiana Central College	-	-	-	-	-
v Indiana Inst. of Tech.	+C	+C, 9	C, 13	+B, 1,8	B, 2
v Indiana State University	+B	B, 119	A, 180	A, 231	A, 164
ev Indiana University	B	B, 502	A, 391	AA, 602	AA, 89
v Manchester College	C	B	C, 16	C, 30	B, 18
v Marian College	-	-	C, 3	C, 17	B, 10
ev Purdue University	B	A	B, 467	A, 516	AA, 208
ev Rose Poly. Institute	C	B	C, 19	A, 18	A, 12
cv St. Francis College	-	-	-	D, 5	+C, 20
v St. Joseph's Coll. (Calumet) ^x	-	-	C, 11	-D, 10	D, 3
v St. Joseph's Coll. (Rensselaer) ^x	B	B	B, 2	B, 19	A, 19
v St. Mary-of-the-Woods Coll. ^x	E	D	E, 6	D, 10	+D, 8
ev St. Mary's College	B	B	B, 13	B, 13	B, 27
v Taylor University	D	D	D, 18	D, 14	C, 36
ev Tri-State College	D	D	D, 15	C, 20	B, 52
ev University of Evansville	C	+B	C, 27	C, 28	B, 51
ev University of Notre Dame ^x	+B	C	B, 142	A, 151	A, 158
ev Valparaiso University	D	C	D, 63	C, 49	B, 76
v Vincennes University	-	-	-	-	C, 50
ev Wabash College	B	+A	B, 18	B, 16	B, 20
Iowa					
v Briar Cliff College ^x	D	D	D, 1	C, 1	C, 17
ev Buena Vista College	D	C	D, 11	C, 7	B, 23
ev Central College	D	+C	D, 15	C, 8	+B, 42
Clarke College ^x	-	-	-	-	-
ev Coe College	+B,	+A	+B, 13	+A, 14	+A, 28
coll. of Ostaco. Med. & Surg.	-	-	-	-	-

Name of Institution	Index Grades of Compensation 1969-70		Grade of Average Compensation and Number of Faculty by Rank, 1969-70		Average Compensation, Full-time Faculty (Status of Report) 1969-70		Average Salary Full-time Faculty 1969-70		Full-time Faculty Comp. per Student- Equivalent 1969-70		No. of Full-time Faculty Members 1969-70
	Avg. Scale	Min. Scale	Prof.	Assoc.	Ass't.	Instr.	1969-70	1968-69	1969-70	1968-69	
ev Cornell College	-C	B	-C, 21	B, 21	-B, 37	-A, 9	\$12,991	\$12,799	\$11,489	\$11,270	88
ev Drake University	C	B	C, 66	B, 62	A, 75	+AA, 54	13,400	12,281	12,353	11,320	258
Graceland College	D	+C	D, 11	D, 23	+C, 32	+B, 6	9,749	8,910	9,122	8,404	72
v Grand View College	D	AA	D, 5	C, 4	B, 17	B, 14	10,208	NR	9,305	-	40
ev Grinnell College	B	A	B, 37	A, 22	A, 31	AA, 29	14,003	13,602	12,249	1,468	122
ev Iowa State University ⁶⁴	B	B	B, 386	A, 310	AA, 430	AA, 327	13,677	13,467	13,033	11,825	1,453
ev Iowa Wesleyan College	+C	C	+C, 12	C, 11	+B, 27	-B, 3	11,579	10,626	10,460	9,693	729
v Loras College ^x	C	B	C, 9	C, 11	+B, 22	+A, 31	10,420	9,692	9,658	8,960	53
ev Luther College	C	+A	C, 17	B, 19	B, 40	B, 42	11,353	10,716	10,030	9,495	73
ev Morningstar College	C	+B	C, 16	B, 15	B, 34	-B, 6	12,118	11,497	10,401	9,804	119
v Parsons College	B	B	B, 30	A, 8	AA, 25	AA, 7	15,214	15,155	13,777	13,698	71
v St. Ambrose College ^x	C	-C	C, 10	B, 9	B, 21	+A, 20	11,350	10,482	10,721	10,044	70
v Simpson College	C	B	C, 7	B, 19	B, 30	A, 11	11,262	10,719	10,322	9,755	60
v University of Dubuque ⁶⁵	D	C	D, 12	C, 13	-C, 23	A, 10	10,581	10,223	9,736	9,338	67
ev University of Iowa ⁶⁶	B	B	B, 25 ⁴	A, 21	AA, 222	AA, 58	16,391	15,492	14,375	13,576	58
ev Univ. of Iowa: Preclini. Med. Sch.	A	+AA	A, 27	AA, 21	AA, 13	AA, 2	19,301	18,118	17,025	15,915	747
v Univ. of Northern Iowa	C	B	C, 93	A, 79	A, 181	A, 124	13,079	12,285	11,545	10,828	63
Upper Iowa University	-	-	-	-	-	NR	-	-	-	-	477
+C, 13	+B	+C, 13	C, 20	B, 33	B, 14	11,571	10,912	10,374	9,751	670	-
D	+B	D, 11	C, 17	B, 21	A, 13	11,219	10,509	10,359	9,737	615	80
E	E	E, 9	E, 17	D, 14	C, 1	9,319	8,929	8,589	8,157	63	63
Kansas											41
ev Baker University	D	C	D, 15	C, 11	B, 22	-B, 16	10,844	10,402	9,880	9,467	64
ev Bethany College	D	C	D, 4	D, 13	C, 15	-C, 7	9,923	9,291	9,028	8,507	39
v Bethel College	E	D	E, 10	+D, 9	D, 10	B, 7	9,291	8,773	8,246	7,720	36
e College of Emporia	E	E	E, 3	E, 16	D, 14	C, 17	8,576	7,938	8,204	7,579	50
v Fort Hays Kansas St. Coll.	D	C	D, 14	C, 38	B, 75	-B, 70	10,695	9,975	9,746	9,151	227

Name of Institution	Index Grades of Compensation 1969-70		Grade of Average Compensation and Number of Faculty by Rank, 1969-70		Average Compensation, Full-time Faculty (Status of Report) 1969-70 1968-69		Average Salary Full-time Faculty 1969-70 1968-69		Full-time Faculty Comp. per Student Equivalent	No. of Full-time Faculty Members 1969-70	
	Avg. Scale	Min. Scale	Prof.	Assoc.	Ass't.	Instr.	\$10,401	\$9,858	\$9,410	562	
cv Kansas State College	D	C	D,57	C,52	B,99	A,81	\$11,024	\$10,401	\$9,410	562	289
cv Kansas St. Teachers College	C	C	C,44	C,85	+B,107	B,37	11,279	10,275	9,429	485	288
ecv Kansas St. University	C	+B	C,219	B,205	A,270	A,120	13,399	12,633	11,503	NR	814
v Kansas Wesleyan University	C	+C	D,10	D,14	+B,9	-A,5	10,960	10,343	9,948	574	38
ecv McPherson College	D	D	D,9	D,14	D,21	-	9,837	9,216	8,647	608	44
ev Mount St. Scholastica College	C	B	C,7	C,6	C,11	B,23	10,192	NR	9,950	NA	47
ev Ottawa University	C	B	C,5	B,15	B,20	AA,10	11,934	11,140	11,065	10,366	577
v St. Benedict's College	C	-C	C,11	B,11	B,24	+A,17	11,696	10,381	11,172	9,594	628
ev St. Mary College ^x	-	-	-	-	-	NR	8,177	-	7,557	-	63
Southwestern College	-	-	-	-	-	NR	NR	-	-	-	-
Sterling College	-	-	-	-	-	NR	NR	-	-	-	-
ecv University of Kansas ^y	B	B	B,308	B,235	A,241	+A,52	14,479	13,653	12,660	690	849
Univ. of Kansas: Med. Sch.	-	-	-	-	-	-	NR	NR	-	-	-
ev Washburn University	C	C	C,31	C,30	+B,44	B,27	11,464	10,143	10,693	9,478	132
ev Wichita State University	C	C	C,85	B,78	B,162	B,66	12,174	11,270	11,298	10,525	391
Kentucky											518
v Bellarmine-Ursuline Coll.	-E	-C	C,9	C,27	C,22	-B,2	11,240	9,812	10,339	9,160	426
ev Berea College	C	B	C,2 ^c	C,22	b,33	B,20	11,780	10,911	10,647	9,589	875
ev Centre Coll. of Kentucky	C	B	C,1 _i	B,11	B,2C	B,17	11,705	NR	10,168	9,673	922
Cumberland College	-	-	-	-	-	-	NR	-	-	-	59
v Eastern Kentucky University	C	C	C,80	+B,88	B,184	B,68	11,576	10,876	10,380	9,725	544
v Georgetown College	C	C	C,12	-C,17	+B,39	A,14	11,180	10,420	10,024	9,333	652
ec Kentucky State College	+C	C	+C,15	C,16	B,29	+A,28	10,721	10,083	10,323	9,689	778
ev Ky. Wesleyan College	D	D	D,13	+C,14	-C,20	-B,8	10,642	9,908	9,885	9,148	716
Morehead State University	C	C	C,56	+B,68	B,98	B,76	11,479	10,330	11,083	9,935	596
ecv Murray State University	C	+C	C,65	+B,98	+A,134	+AA,65	12,477	10,699	10,972	10,326	362
											679

Index Grades of Compensation 1969-70	Avg. Scale	Grade of Average Compensation and Number of Faculty by Rank, 1969-70			Full-time Faculty 1969-70	Average Compensation, (Status of Report)	Full-time Faculty 1968-69	Full-time Faculty 1969-70	No. of Full-time Faculty Members 1969-70
		Prof.	Assoc.	Ass't.					
ev Pikeville College	C	C,7	C,9	C,21	C,15	\$ 9,993	\$ 9,725	\$ 9,117	52
v Spalding College ⁷²	D	C	D,5	D,24	D,18	8,954	8,135	8,254	NA
v Thomas More College ^x	-	-	C,8	C,18	B,19	9,411	8,738	8,158	45
ev Transylvania University	C	B	C,10	B,12	A,22	+A,16	12,314	10,073	60
v Union College	D	D	D,8	D,15	D,16	D,9	9,515	9,031	48
ev University of Kentucky ⁷³	B	B	B,238	A,221	+AA,365	AA,66	15,190	14,336	588
University of Ky.: Med. Sch.	-	-	-	-	-	NR	-	12,551	890
v Univ. of Ky. (Comm. Coll. System)	-	-	B,87	B,88	B,63	A,265	9,525	8,692	-
cv University of Louisville	B	B	C,65	B,104	A,95	B,42	13,622	12,806	328
evc Western Kentucky University	C	B	-	-	A,168	+AA,101	12,327	11,507	312
							11,140	10,390	439
Louisiana									
ev Centenary Coll. of Louisiana	C	C,24	C,16	-C,20	-C,14	11,283	10,896	10,330	9,981
evc Dillard University	+C	+C,14	+C,9	C,11	+A,42	10,699	8,824	9,808	8,052
e Grambling College	(D)	-	-	-	NR	10,272	-	10,134	893
v Louisiana College	D	D,13	D,12	+C,17	+B,6	10,327	9,179	9,569	-
c La. Poly. Institute	D	D,89	+C,83	C,75	C,76	10,759	9,920	8,650	48
ec La. St. Univ. (Baton Rouge)	C	C,303	B,274	B,332	B,142	12,903	12,576	9,739	323
c La. St. Univ. (New Orleans)	C	C,41	B,71	B,113	B,100	11,589	10,333	12,095	1,051
e La. St. Univ. (New Orleans)	-D	-D,31	C,38	B,72	B,53	10,700	10,173	11,114	325
v Loyola University ⁷⁴	-D	-D,39	+C,34	C,86	+B,81	10,163	9,268	9,442	194
z McNeese State College	-D	-	-	-	NR	NR	10,021	9,132	402
Northwest La. St. Coll.	(D)	C	-	-	-	NR	-	-	190
cz Northwestern St. Coll.	-	-	-	-	-	9,899	-	9,608	-
v St. Mary's Dominican College ^x	(D)	D	-	-	-	P.M.A.	NR	-	-
Southeastern Louisiana Coll.	-	-	-	-	-	NR	9,093	8,982	-
Southern University	B	B	B,1b5	A,106	A,108	AA,33	15,272	14,290	-
ev Tulane University	B	A	B,12	A,14	+AA,11	AA,3	16,672	16,219	12,385
cv Tulane Univ.: Med Sch,	B	D,91	D,97	C,149	C,133	9,953	9,772	14,536	1,064
e Univ. of Southwestern La.	D	+C	D,10	D,12	C,24	C,37	8,416	9,239	656
ev Xavier University ^x	D	C	-	-	-	NR	-	459	470

Name of Institution	Index Grades of Compensation 1969-70	Avg. Min. Scale	Scale	(1)	(2)	(3)	(4)	(5)	(6)
				Prof.	Assoc.	Ass't.	Instr.	Full-time Faculty 1969-70	Average Salary, Full-time Faculty (Status of Report) 1968-69
Maine									
v Bates College	C	B	C, 18	B, 18	+A, 22	+A, 18	\$12,757	\$11,309	\$11,583
ev Bowdoin College	B	A	B, 27	B, 15	B, 37	AA, 7	13,982	13,481	11,641
v Colby College	B	A	B, 26	A, 26	+A, 50	+AA, 11	14,196	12,925	12,413
v Farmington State College	C	B	C, 11	-B, 20	A, 17	AA, 16	13,017	12,399	11,258
v Fort Kent State College	C	B	C, 1	B, 3	AA, 8	AA, 5	12,469	NR	11,480
v Gorham State College	(C	B)	-	-	-	-	NR	-	633
ev Nassau College	+B	D	D, 7	+B, 9	+B, 27	B, 8	11,082	9,684	11,803
ev University of Maine 75	C	-F	C, 135	-B, 180	-B, 220	-B, 78	12,645	12,240	11,536
Maryland									
Allegany Comm. College	C	B	C, 3	C, 4	C, 11	-B, 9	10,476	10,047	9,495
Bowie State College	C	B	C, 14	B, 19	B, 20	B, 12	11,927	NR	11,486
Catoonsville Comm. Coll.	C	A	C, 2	+A, 25	A, 37	+AA, 38	11,599	11,117	11,044
Charles County Comm. Coll.	D	C	D, 1	C, 4	C, 6	+B, 14	9,389	8,741	8,816
v College of Notre Dame ^x	D	+C	D, 3	D, 5	-D, 12	C, 9	9,165	8,763	8,468
e Community Coll. Baltimore	C	+B	C, 16	+A, 40	B, 34	-C, 19	11,476	10,979	11,031
Coppin State College	C	B	C, 10	B, 8	B, 24	B, 18	10,937	NR	10,497
Essex Comm. Coll.	C	B	C, 1	+B, 16	B, 42	A, 25	11,493	9,786	10,921
-D, 2	D	C	-D, 2	+C, 13	-C, 7	+A, 5	10,735	9,844	10,271
Frostburg State College	C	C	C, 26	B, 25	B, 31	B, 41	11,716	10,450	11,276
ev Goucher College	B	A	B, 26	B, 19	B, 30	A, 11	13,713	12,770	12,063
ec Frederick Comm. Coll.	D	C	D, 2	C, 14	B, 18	B, 12	10,718	NR	10,152
e Hagerstown Junior College	D	+B	D, 3	+C, 17	+B, 14	+A, 20	10,514	9,232	10,077
ev Hood College	C	B	C, 15	-C, 19	C, 22	+B, 5	11,950	10,903	10,827
Johns Hopkins University:	A	AA	A, 8	AA, 2	AA, 2	AA, 4	20,417	19,918	16,341
v Sch. of Adv. Int'l. Studies	A	A	A, 131	AA, 55	A, 85	-A, 10	19,111	17,682	17,100
ev Coll. of Arts & Sci.	A	A	A, 13	AA, 18	AA, 27	AA, 4	18,192	16,364	15,354
ev Preclin. Med. Sch.	A	AA	-	-	-	-	-	14,879	3,863

Name of Institution	(1)		(2)		(3)		(4)		(5)		(6)	
	Index Grades of Compensation 1969-70	Avg. Scale	Grade of Average Compensation and Number of Faculty by Rank, 1969-70	Prof. Assoc.	Ass't.	Instr.	1969-70	1968-69	Full-time Faculty (Status of Report)	1969-70	1968-69	Full-time Faculty 1969-70
v Loyola College ^x	C	-C	C, 7	B, 7	-B, 26	A, 11	\$11,409	\$11,093	\$10,530	\$10,128	NA	51
Morgan State College	C	+B	C, 48	B, 35	B, 50	+A, 49	12,380	11,331	11,940	10,928	NR	182
v Mount St. Mary's College	D	C	D, 4	C, 11	C, 15	B, 21	9,522	9,183	8,622	8,622	NA	51
v St. Joseph College ^x	D	C	D, 2	-D, 3	C, 7	C, 19	8,846	8,542	8,396	8,066	NA	31
St. Mary's Coll. of Md. ^x	+C	+B	+C, 4	+B, 9	+B, 12	B, 10	10,911	9,913	10,472	9,477	\$ 749	36
Salisbury State College ^x	C	+B	C, 17	+B, 11	B, 21	B, 12	12,217	10,716	11,777	10,287	NR	61
Towson State College ^x	C	-C	C, 66	B, 62	B, 118	B, 97	11,549	10,265	11,108	9,829	NR	343
U.S. Naval Academy ^x	B	+A	B, 77	+A, 112	A, 93	AA, 2	16,581	14,866	15,408	13,822	1,125	284
v University of Baltimore	D	C	D, 6	+C, 12	+B, 25	+A, 15	10,452	9,283	9,295	8,722	NR	58
ec University of Maryland ^x	B	+A	B, 260	A, 289	A, 378	+A, 230	13,619	12,379	13,180	11,946	569	1,219
ev Washington College	B	B	B, 14	B, 9	B, 25	B, 3	12,804	11,735	11,954	10,340	1,042	51
ev Western Maryland College	C	B	C, 18	B, 13	B, 31	-B, 12	11,638	11,325	10,426	10,045	817	74
Massachusetts												
v American International Coll.	C	B	C, 18	C, 16	B, 40	-B, 8	12,031	11,427	10,862	10,220	532	82
ev Amherst College	-B	A	-B, 64	AA, 20	A, 53	AA, 4	17,383	16,854	15,024	14,440	1,985	141
v Assumption College ^x	+B	B	+B, 10	+B, 17	B, 21	-B, 5	12,432	11,896	11,317	10,884	NA	53
Atlantic Union Coll.	-	-	-	-	-	-	NR	-	-	-	-	-
ev Babson College	B	A	B, 11	A, 8	+A, 14	A, 4	15,285	13,795	13,486	12,707	589	37
ev Boston College ^x	B	A	B, 75	A, 109	A, 138	AA, 42	14,521	13,516	13,285	12,377	NA	391
Boston State College ^x	C	B	C, 39	+B, 66	+A, 88	+AA, 84	12,395	12,395	10,336	10,336	863	277
ev Brandeis University ^x	B	B	B, 231	A, 229	A, 275	A, 94	14,472	13,502	13,081	12,247	NR	829
ev Bridgewater State College	A	A	A, 107	AA, 69	A, 93	AA, 19	16,821	15,674	15,022	14,038	1,756	310
Bristol Community College	C	+B	C, 22	B, 46	+A, 57	+AA, 58	12,137	10,856	12,137	10,856	739	183
ev Clark University	C	B	C, 14	C, 12	C, 20	B, 29	10,601	NR	10,377	-	523	75
ev College of the Holy Cross ^x	B	A	B, 39	A, 39	A, 37	-B, 5	15,784	14,516	13,882	12,800	1,041	121
v Coll. of Our Lady of the Elms ^x	B	A	B, 23	B, 42	A, 49	AA, 39	12,986	11,686	11,611	10,464	NA	153
-	-	A, 1	-	A, 5	A, 10	NA	10,604	9,791	9,821	8,559	NA	16

Name of Institution	Index Grades of Compensation 1969-70		Grade of Average Compensation and Number of Faculty by Rank, 1969-70		Average Compensation, Full-time Faculty (Status of Report) 1969-70 1968-69		Full-time Faculty 1969-70		Full-time Faculty Comp. per Student-Equivalent 1968-69		No. of Full-time Faculty Members 1969-70	
	Prof.	Assoc.	Ass't.	Instr.	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69		
ev Eastern Nazarene College	E	+D	D,10	-D,14	+C,5	\$ 9,397	\$ 9,005	\$ 8,038	\$ 7,572	\$ 596	48	
ev Emerson College	C	-C	C,15	B,18	C,32	10,911	10,452	9,576	9,260	625	86	
ev Emmanuel College ^x	D	+B	D,6	C,11	+B,21	B,18	10,108	9,164	9,992	8,741	NA	56
Fitchburg State College	C	B	C,18	B,27	A,65	AA,53	12,153	NR	11,903	-	934	163
Framingham State College	C	+B	C,16	B,16	+A,29	+AA,39	11,868	10,284	11,689	10,113	609	100
e Gordon College	D	C	D,7	D,14	C,12	+B,7	10,416	9,514	9,769	8,958	637	40
ev Harvard University	D	-A	A,539	AA,80	AA,257	AA,22	21,100	19,800	17,700	16,600	1,298	898
cv Harvard Univ.: Preclin. Med. Sch. ⁸¹	(A)	AA)	-	-	-	NR	17,683	-	14,816	-	-	-
v Hebrew College	C	B	C,3	+B,1	-	AA,4	12,612	11,387	11,119	10,433	1,230	8
v Leicester Junior College	D	C	D,2	D,3	C,6	A,7	9,865	9,280	8,935	8,418	564	18
v Lesley College	C	C	C,7	C,6	A,14	AA,6	12,159	11,764	11,473	10,973	669	33
State College at Lowell	+B	+A	+B,10	+A,19	+A,47	+AA,52	12,150	9,970	11,819	9,789	858	128
Lowell Technical Institute	+B	+A	+B,56	+A,44	+A,67	+AA,41	13,920	11,351	13,600	11,050	896	208
ev Mass. Inst. of Tech.	A	A	A,381	A,186	AA,196	AA,37	18,896	17,737	16,264	15,232	2,288	823
v Merrimack College ^x	C	+C	C,14	+B,20	B,50	B,13	11,020	10,558	10,278	9,800	NA	97
ev Mount Holyoke College	B	A	B,42	A,38	A,47	A,21	14,634	14,232	12,895	12,583	1,200	149
ev Nichols Coll. of Bus. Adm.	D	C	D,6	C,6	B,21	-B,5	10,867	10,221	9,841	9,282	588	38
North Adams State College	C	+B	C,6	C,11	B,20	B,16	10,522	10,105	10,402	9,985	591	53
North Shore Community College	D	B	D,15	C,20	C,27	C,22	10,549	9,131	10,201	8,357	607	84
ev Northeastern University	+B	B	+B,111	A,179	A,161	B,99	13,294	12,583	12,259	11,546	706	554
v Regis College ^x	C	B	C,7	C,5	B,9	A,4	11,867	11,258	11,066	10,515	NA	25
State College at Salem	+C	+B	+C,32	+B,64	+A,62	+AA,49	12,362	10,459	12,088	10,309	678	207
ev Simmons College	B	B	B,21	A,35	A,57	-B,25	12,751	12,326	11,614	11,167	1,023	138
ev Smith College	B	A	3,66	A,59	A,87	A,27	14,663	13,964	12,451	11,828	1,454	240
Southeastern Mass. Tech. Inst.	C	C	C,34	B,48	A,59	+AA,40	13,106	11,289	12,854	10,916	847	181
ev Springfield College	C	B	C,28	B,22	B,42	A,14	12,582	11,932	11,204	10,609	590	107
ev Stonehill College ^x	D	C	D,6	D,18	C,4	9,897	9,266	9,210	8,655	NA	54	
ev Suffolk University ⁸³	C	B	C,17	B,24	E,29	B,18	12,253	11,567	10,982	10,398	465	88
ev Tufts University ⁸³	B	A	B,56	A,65	A,82	AA,17	14,821	13,912	12,911	12,188	898	222

Name of Institution	Index Grades of Compensation 1969-70			Grade of Average Compensation and Number of Faculty by Rank, 1969-70			Full-time Faculty (Status of Report) 1968-69			Average Compensation, 1969-70			Full-time Faculty 1968-69			No. of Full-time Faculty Members 1969-70		
	Avg. Scale	Min. Scale	Prof. Assoc.	Ass't.	Instr.	-	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69		
ecv Tufts Univ.: Preclin. Med. Sch.	A	A	A, 20	AA, 18	AA, 32	AA, 5	\$19,398	\$18,434	\$16,880	\$16,169	\$3,069	\$3,069	13,111	893	1,031	75		
e Univ. of Mass. (Amherst)	B	+A	B, 24	B, 26	B, 37	+AA, 111	15,420	13,226	15,152	13,111	893	893	11,413	861	228	-		
e Univ. of Mass. (Boston)	B	A	B, 32	A, 33	A, 95	+AA, 65	13,450	11,528	13,182	11,413	861	861	11,970	1,321	151	-		
ev Wellesley College	B	+AA	B, 50	A, 19	A, 55	A, 22	15,365	13,982	13,072	11,970	1,321	1,321	10,416	9,989	629	69		
ev Western New England Coll.	C	C	C, 16	C, 11	B, 26	+A, 15	11,396	10,791	11,232	9,842	702	702	9,688	702	127	-		
Westfield State College	C	+B	C, 16	+B, 20	B, 40	A, 51	11,552	9,842	11,232	9,688	702	702	11,214	10,672	MF	98		
ev Wheaton College	C	-C	C, 30	-C, 25	B, 30	B, 11	12,432	11,795	12,332	11,795	10,672	10,672	10,901	10,949	808	37		
v Wheellok College	C	B	C, 10	B, 9	B, 12	-B, 6	12,233	12,355	12,233	12,355	10,949	10,949	12,235	12,596	1,816	150		
ev Williams College	B	A	B, 54	A, 22	A, 58	AA, 3	15,452	14,756	15,452	14,756	1,816	1,816	12,235	12,596	352	47		
v Worcester Junior College	-	-	C, 12	C, 8	B, 27	C, 8	9,202	8,713	9,202	8,713	8,459	8,459	8,002	8,002	352	47		
v Worcester Poly. Inst.	B	B	B, 56	A, 38	A, 50	AA, 15	14,886	14,401	14,886	14,401	12,914	12,914	13,398	13,398	1,353	159		
Worcester State College	C	+B	C, 17	+B, 32	+A, 39	+AA, 10	12,442	10,442	12,442	10,442	10,442	10,442	12,412	10,442	721	128		
Michigan																		
v Adrian College	C	-C	C, 16	B, 15	A, 38	AA, 15	12,194	11,494	10,593	9,972	703	703	9,810	9,810	412	46		
ev Albion College	C	C	C, 33	-B, 30	A, 37	AA, 28	13,221	12,485	12,069	11,385	934	934	12,226	11,710	622	161		
v Alma College	B	+B	B	A, 17	AA, 20	AA, 18	14,112	13,078	12,343	11,402	832	832	11,632	10,740	519	490		
Andrews University	-	-	-	-	-	-	NR	NR	NR	NR	-	-	-	-	-	-		
ev Aquinas College	B	B	B	B, 6	B, 10	B, 8	B, 22	10,786	10,360	9,810	9,336	9,336	10,654	10,654	412	46		
v Calvin College	C	B	C	C, 58	B, 27	A, 50	+AA, 26	13,495	12,226	11,710	10,672	10,672	11,710	10,672	622	161		
ev Central Michigan University	B	B	B	B, 95	B, 78	A, 179	A, 136	12,639	11,724	11,692	9,731	9,731	11,692	9,731	516	171		
Delta College	C	+A	C	C, 3	+A, 36	+AA, 57	+AA, 72	12,296	10,350	10,350	10,162	9,459	9,459	9,459	489	45		
ev Detroit Inst. of Tech.	D	D	D	D, 7	C, 14	C, 12	+B, 12	10,162	9,993	9,993	9,993	9,993	9,993	9,993	1,350	629		
v Eastern Michigan Univ.	B	+A	B	B, 120	A, 115	A, 275	+AA, 79	13,845	12,389	12,389	12,221	11,350	11,350	11,350	546	629		
ev Ferris State College	+B	+A	+B	+B, 42	+A, 63	A, 187	AA, 101	12,976	11,552	11,552	11,546	10,937	10,937	10,937	568	393		
v Grand Valley State College	C	B	C	C, 8	B, 31	A, 73	A, 3	12,504	11,912	11,912	10,887	10,359	10,359	10,359	583	115		
v Hillsdale College	C	B	C	C, 7	B, 19	B, 28	A, 2	11,880	11,031	11,031	10,251	9,717	9,717	9,717	609	56		
v Hope College	C	B	C	C, 25	-C, 32	B, 50	A, 20	11,770	11,296	11,296	10,629	10,154	10,154	10,154	748	128		
ev Kalamazoo College	B	A	B	B, 21	A, 28	A, 21	-A, 12	14,465	13,514	13,514	12,677	11,899	11,899	11,899	395	82		

Name of Institution	Index Grades of Compensation and Number of Faculty by Rank, 1969-70			Grade of Average Compensation and Number of Faculty by Rank, 1969-70			Average Compensation, Full-time Faculty (Status of Report) 1969-70 1968-69			Average Salary, Full-time Faculty 1969-70 1968-69			Full-time Faculty Comp. per Student-Equivalent	No. of Full-time Faculty Members 1969-70
	Prof.	Assoc.	Ass't.	Instr.	AA, 16	AA, 17	A, 34	A, 32	C, 1C	C, 3	+B	C		
ecv Lake Superior St. Coll.	C	B			\$11,896	\$10,220	\$10,578	\$9,737	\$ 640	\$ 77				
c Lansing Community College	C	C	+B	A, 12	AA, 47	11,606	11,105	10,505	271	94				
e Lawrence Inst. of Tech.	(D)	(C)	-	-	NR	10,112	9,354	-						
ev Marygrove College ^x	+C	+D	3	C, 5	B, 3	9	9,457	9,891	9,038		20			
v Mercy College of Detroit ^x	C	C	C, 6	C, 13	C, 16	A, 14	10,517	9,412	9,866	8,879	NA	49		
ev Michigan State University	B	A	B, 747	A, 106	AA, 570	AA, 267	15,526	11,605	13,632	12,937	NR	2,080		
ev Michigan Technological Univ.	+B	+A	+B, 69	+A, 58	+AA, 67	+AA, 49	14,367	12,533	12,835	11,979	708	243		
v Nazareth College ^x	C	-C	C, 1	C, 5	C, 14	-C, 10	9,325	9,192	8,698	8,594	NA	30		
v Northern Michigan University	C	B	C, 29	+A, 49	A, 103	A, 89	12,112	10,949	10,703	9,874	443	270		
ec Northwestern Michigan Coll.	D	C	D, 3	C, 9	B, 12	-B, 32	9,984	9,448	9,428	8,911	NR	56		
v Oakland University	B	B	B, 44	A, 49	A, 63	AA, 44	14,244	13,245	12,454	11,701	538	200		
ev Olivet College	C	+B	C, 13	C, 14	+B, 21	B, 5	11,381	10,253	10,227	9,220	753	53		
v Saginaw Valley College ^g	+A	+A	+A, 1	+A, 4	A, 16	AA, 19	11,998	11,413	10,742	10,455	535	40		
ev University of Detroit ^g	C	B	C, 65	B, 73	A, 79	A, 25	13,686	12,692	12,805	11,867	NA	242		
ev University of Michigan	B	A	B, 693	AA, 371	AA, 356	AA, 71	17,560	16,729	15,260	14,604	947	1,655		
cv Univ. of Mich: Precln. Med. Sch.	A	A	A, 32	AA, 31	AA, 21	AA, 8	18,681	17,261	16,279	15,091	NR	92		
cv Wayne State University	B	-B	B, 272	A, 250	A, 329	A, 182	15,035	14,089	13,425	12,615	642	1,033		
cv Wayne St. Univ.: Precln. Med. Sch.	A	-A	A, 12	AA, 6	-A, 20	A, 2	16,183	15,720	14,464	14,051	NR	40		
ecv Western Michigan University	B	B	B, 171	B, 261	A, 244	A, 132	13,431	12,262	12,034	11,305	601	808		
Minnesota														
ev Augsburg College	C	E	C, 14	+B, 23	B, 34	B, 15	11,460	10,508	10,066	9,225	571	86		
v Bemidji State College	C	+B	C, 27	B, 42	A, 75	A, 58	11,990	11,033	11,447	10,504	554	202		
v Bethel College & Seminary	D	+C	D, 15	C, 17	-C, 13	B, 15	11,022	10,460	9,828	9,258	657	60		
ev Carleton College	B	A	B, 42	A, 29	A, 34	AA, 23	14,591	13,643	13,229	12,435	1,376	128		
v College of St. Catherine ^x	(C)	(C)	-	-	-	-	NR	9,789	-	9,091	-	-		
ev College of St. Teresa ^x	D	-C	D, 5	C, 14	B, 25	+A, 19	10,336	9,386	9,765	8,885	NA	68		
ev College of St. Thomas ^x	C	+B	C, 24	B, 13	B, 28	A, 28	11,563	10,808	10,602	9,850	NA	93		
ecv Concordia College (Moorhead)	+C	C	+C, 29	B, 30	B, 54	-B, 31	11,446	10,839	10,440	9,869	679	144		

Name of Institution	Index Grades of Compensation 1969-70	Grade of Average Compensation and Number of Faculty by Rank, 1969-70		Average Compensation, Full-time Faculty (Status of Report) 1969-70 1968-69		Full-time Faculty 1969-70	Full-time Faculty 1968-69	No. of Full-time Faculty Members 1969-70
		Prof.	Assoc.	Ass't.	Instr.			
v Concordia College (St. Paul)	D	C	C, 5	C, 24	+C, 2	\$10,376	\$ 9,897	\$ 8,794
ev Gustavus Adolphus College	B	B	B, 26	B, 43	B, 14	12,690	12,236	11,258
v Hamline University	B	A	B, 25	A, 14	A, 28	14,278	13,008	10,974
ev Macalester College	+A	A	+A, 37	A, 31	+AA, 45	15,376	13,352	11,692
ev Mankato State College 85	C	+B	C, 101	B, 84	+A, 167	12,389	11,031	11,411
Minneapolis School of Art	D	C	D, 2	D, 7	C, 12	9,704	NR	12,022
Moorhead State College	C	+A	C, 32	B, 44	B, 105	12,024	11,015	11,258
cv St. Cloud State College 86	C	+B	C, 64	+A, 69	+A, 128	12,358	10,996	10,487
ev St. John's University	B	A	B, 20	B, 25	B, 35	13,011	12,138	11,640
ev St. Mary's College	C	+B	C, 1	+B, 8	B, 19	10,560	9,832	11,992
ev St. Olaf College	B	B	B, 38	B, 52	A, 59	13,384	12,569	9,633
ev University of Minnesota 87	B	+A	B, 719	A, 193	+AA, 187	16,049	14,685	9,358
Winona State College	C	+B	C, 34	B, 39	A, 33	12,357	11,121	11,841
Mississippi								
ec Delta State College	C	-C	C, 15	B, 22	B, 47	B, 42	10,838	10,219
cv Jackson State College	D	C	D, 21	+C, 20	C, 62	B, 75	9,696	8,822
ev Millsaps College	C	-C	C, 15	C, 24	-C, 18	+B, 7	10,609	8,319
e Mississippi College	C	C	C, 21	C, 12	C, 28	C, 13	10,601	10,354
e Miss. St. Coll. for Women	D	C	D, 38	-D, 23	C, 47	B, 31	10,427	9,967
ec Mississippi State University	C	-D	C, 163	-C, 140	B, 164	C, 85	11,717	9,998
Tougaloo College	D	D	D, 3	D, 13	+C, 17	C, 17	11,253	9,910
ec University of Mississippi 88	E	E	C, 103	B, 66	B, 113	E, 38	8,552	11,125
c Univ. of Miss.: Preclin. Med. Ctr.	(C)	-	-	-	-	-	11,570	7,545
Univ. of Southern Miss.	-	-	-	-	-	-	11,294	11,139
						NR	10,928	10,507
						NR	-	-

Name of Institution	Index Grades of Compensation 1969-70	Avg. Min. Scale	Scale	Grade of Average Compensation and Number of Faculty by Rank, 1969-70		Full-time Faculty (Status of Report) 1969-70	Average Compensation, Full-time Faculty 1968-69	Average Salary, Full-time Faculty 1969-70	Full-time Faculty Comp. per Student-Equivalent 1968-69	No. of Full-time Faculty Members 1969-70
				Prof.	Assoc.					
Missouri										
ev Central Methodist College 89	+D	D	D	D, 13	+D, 17	D, 22	\$ 9,442	\$ 8,735	\$ 8,705	\$ 681
v Cottery College	-E	D	D	-F, 7	C, 8	C, 5	10,140	9,800	9,055	1,105
v Culver Stockton College	D	D	D	D, 7	-D, 10	C, 15	+B, 5	9,725	8,830	8,539
ev Drury College 90	C	+B	C	C, 15	B, 21	B, 28	-B, 11	12,284	10,880	10,150
v Evangel College	D	C	D	D, 3	C, 9	C, 21	D, 6	9,565	NR	897
v Fontbonne College 91	D	C	C	C, 14	D, 16	C, 27	C, 11	10,417	NR	NR
v Harris Teachers College	C	+A.	C	C, 11	+A, 4	AA, 16	AA, 25	13,136	12,123	10,523
Jr. Coll. Dist. of St. Louis 92	C	B	C	C, 13	B, 107	+A, 146	A, 168	11,339	11,523	10,824
(B) cv Kansas City Coll. of Osteo. & Surg.	(B)	C	C	-	-	-	NR	10,373	11,150	10,088
v Lindenwood College	C	C	C	C, 15	B, 14	B, 19	A, 5	NR	13,264	12,472
v Maryville College X	-	-	-	C, 4	C, 11	-D, 4	12,704	12,012	11,752	-
c Missouri Southern College 93	D	D	D	D, 9	C, 15	+C, 48	+B, 44	9,625	8,770	8,704
e Missouri State Colleges 93	C	C	C	C, 269	B, 277	B, 542	B, 462	11,295	9,394	8,105
cv Missouri Valley College	D	+C	D	D, 7	C, 12	B, 13	B, 7	8,610	9,655	8,247
Missouri Western College	D	C	D	D, 3	D, 16	C, 23	B, 37	10,921	10,327	9,937
v Park College	C	B	C	C, 11	-C, 16	B, 16	A, 5	12,204	8,839	8,471
ecv Rockhurst University	C	B	C	C, 8	C, 13	B, 11	+A, 17	11,061	11,138	10,395
vz School of the Ozarks 94	E	C	D, 5	C, 11	C, 19	E, 2	10,109	NR	10,326	9,428
ecv St. Louis University 94	+B	B	+B, 114	+B, 114	+A, 103	A, 131	A, 60	11,924	12,818	11,175
ec Southwest Baptist College	D	B	D, 12	C, 10	C, 27	B, 16	10,483	NR	9,525	NR
ec University of Missouri 95	-C	+C	-C, 546	A, 519	A, 637	+A, 366	13,600	12,694	13,128	586
c Univ. of Mo.: Preclin. Med. Sch.	C	NR	C, 15	B, 10	A, 11	AA, 2	14,533	14,168	14,061	12,232
ev Washington University	B	B	B, 185	A, 121	A, 152	AA, 25	16,404	15,355	14,527	13,673
ev Webster College	(D)	C	-	-	-	-	NR	10,047	-	1,401
ev Westminster College	C	-C	C, 25	C, 6	-C, 11	-C, 8	12,255	11,674	9,337	-
ev William Jewell College	+C	+C	+C, 20	+C, 17	+C, 19	+B, 11	11,382	10,718	9,928	50
							9,715	9,715	8,928	67

Name of Institution	Index Grades of Compensation <u>1969-70</u>	Grade of Average Compensation and Number of Faculty by Rank, <u>1969-70</u>	Average Compensation, Full-time Faculty (Status of Report) <u>1968-69</u>	Average Salary, Full-time Faculty <u>1968-69</u>	No. of Full-time Faculty Comp. per Student- Equivalent		
					<u>1969-70</u>	<u>1968-69</u>	
Montana							
v Carroll College	D	D, 3	D, 12	\$ 9,618	\$ 8,874	\$ 8,200	NA
v Eastern Montana College	C	C, 37	C, 37	11,692	10,744	10,164	470
ecv Montana State University	C	C, 113	B, 107	-B, 153	12,240	11,324	664
ev Northern Montana College	C	C, 1	B, 24	B, 28	11,005	10,250	560
v Rocky Mountain College	D	C, 5	D, 11	C, 11	10,045	9,554	9,425
ev University of Montana	C	C, 126	B, 87	+A, 104	13,308	12,581	8,631
cv Western Montana College	C	C, 5	B, 8	B, 22	11,132	10,495	11,671
Nebraska							
v Chadron State College	-	-	-	-	-	-	-
Concordia Teachers College	D	C, 10	C, 29	C, 35	+C, 21	9,955	NR
ev Creighton University	C	+B	C, 25	B, 29	A, 42	9,082	7,301
ev Dana College	D	C	D, 9	C, 14	B, 15	11,617	6,758
v Doane College	D	C	D, 9	C, 12	C, 14	10,857	646
ev Hastings College	D	D	D, 12	D, 10	C, 26	10,685	NA
v Hiram Scott College	C	B	B, 10	A, 3	A, 8	11,458	131
ev Kearney State College	C	C	C, 33	-C, 39	A, 54	10,479	NA
v Midland Lutheran College	D	C	D, 14	C, 10	C, 20	9,876	553
ev Nebraska Wesleyan University	D	C	D, 20	C, 24	+B, 42	10,354	44
Peru State College	-	-	-	-	-	9,879	626
ev University of Nebraska	B	B	B, 177	-B, 166	A, 196	12,728	45
v Univ. of Nebraska at Omaha	C	B	C, 59	B, 42	+A, 107	10,091	57
Wayne State College	-	-	-	-	-	10,394	57
Nevada							
v Univ. of Nevada (Las Vegas) ¹⁰⁰	C	+B	C, 31	+B, 42	+A, 61	12,752	646
ev Univ. of Nevada (Reno)	+B	+B	+B, 80	B, 88	B, 91	13,630	13,008
						11,691	11,589
						12,164	12,273
						13,008	11,589
						634	784
						172	320

<u>Name of Institution</u>	<u>Avg. Scale</u>	<u>Min. Scale</u>	<u>Index Grades of Compensation 1969-70</u>	<u>Grade of Average Compensation and Number of Faculty by Rank, 1969-70</u>	<u>Average Compensation, Full-time Faculty (Status of Report) 1969-70</u>	<u>Average Salary, Full-time Faculty 1968-69</u>	<u>Full-time Faculty Comp. Per Student-Equivalent 1969-70</u>	<u>No. of Full-time Faculty Members 1969-70</u>	
								<u>Prof.</u> <u>Assoc.</u> <u>Ass't.</u> <u>Instr.</u>	
New Hampshire									
v Dartmouth College ¹⁰¹	B	A	B,123	AA,61 C,11 E,6 C,3 C,16 D,10 B,127	AA,92 B,42 D,13 C,3 C,3 	AA,47 +A,19 +A,15 AA,24 A,32 C,46 B,27 A,136	\$16,673 \$11,507 \$9,845 \$10,385 \$11,212 \$9,931 \$14,423	\$14,014 \$10,289 \$8,856 \$9,240 \$10,211 \$9,463 \$13,270	\$ 602 \$ 764 \$ 374 - \$ 511 \$ 875 \$ 896
v Keene State College	C	B	C,24					NR	
v New England College	E	D	D,13					NR	
ev New Hampshire College	C	B	C,3					NR	
v Plymouth State College ^X	C	+B	C,11					NR	
ev St. Anselm's College ^X	C	C	D,10					NR	
ev University of New Hampshire ¹⁰²	D	B	B,127					NR	
New Jersey									
v Bloomfield College	C	+C	C,13	C,16 D,4 B,22	B,15 C,8 A,25	A,21 C,5 A,22	11,037 9,752 13,551	10,435 9,257 12,004	
v College of St. Elizabeth ^X	D	C	C,49	+A,110	A,182	AA,85	12,965	9,116	
ev Drew University	+A	B	B,74	A,72	A,91	AA,92	11,384	8,565	
ev Fairleigh-Dickinson Univ. ¹⁰³	C	+A	B,60	A,66	A,83	AA,86	14,236 13,867	11,295	
v Glassboro State College	B	A	-	-	-	NR	11,651 12,542 12,733	NR	
v Jersey City State College	B	A	(C)	C	C,52	B,75	10,516	1,076	
v Mercer County Comm. College	C	C	B,58	A,63	+AA,110	-B,42 AA,89	11,419 14,175	1,076	
ev Monmouth College	B	A	A,63	A,80	AA,78	AA,45	10,828 16,088	1,076	
v Montclair State College	A	A	B,66	A,78	A,81	AA,56	11,533	1,076	
v Newark College of Engineering ¹⁰⁴	A	A	B,64	A,70	A,87	AA,60	12,813	1,076	
v Newark State College	B	A	B,22	A,5	B,7	AA,2	13,149	1,076	
v Paterson State College	B	A	A,251	A,103	A,181	AA,46	17,403	1,076	
v Princeton Theological Seminary	A	A	B,24	B,30	-B,69	+AA,49	17,935 12,050	1,076	
ev Rider College	B	B	A,373	A,311	A,465	AA,178	16,173	1,076	
ev Rutgers State University ¹⁰⁵	A	A	C,20	B,25	B,47	B,20	11,720	1,076	
ev St. Peter's College ^X	C	B	+B,45	B,73	B,96	+A,28	12,872	1,076	
v Seton Hall University ^X	+B	A						NR	

Name of Institution	Index Grades of Compensation 1969-70	(1)		(2)		(3)		(4)		(5)		
		Avg. Scale	Min. Scale	Prot.	Assoc.	Ass't.	Instr.	1969-70	1968-69	1969-70	1968-69	No. of Full-time Faculty Members 1969-70
ev Stevens Inst. of Tech.	B	A	B, 40	A, 42	A, 41	A, 22	\$14, 865	\$14, 809	\$13, 388	\$12, 793	NR	145
v Trenton State College	B	A	B, 62	A, 78	A, 129	AA, 76	13, 926	12, 647	12, 276	11, 129	1, 149	345
v Union College	+B, 4	A	+B, 4	B, 12	A, 14	A, 20	11, 686	10, 468	9, 864	9, 164	365	50
v Upsala College	C	B	C, 20	B, 27	B, 25	+A, 10	12, 505	11, 576	10, 985	10, 238	773	82
ev Westminster Choir College	E	-E	E, 6	D, 13	+C, 7	+C, 12	9, 178	8, 740	8, 225	7, 803	846	38
New Mexico												
e Eastern New Mexico University	-D	C	-D, 24	C, 46	B, 66	A, 28	10, 924	10, 724	10, 507	10, 308	526	164
ec New Mexico Highlands Univ.	D	C	D, 21	C, 23	-C, 33	B, 10	11, 178	10, 504	10, 805	10, 132	440	87
c New Mexico Inst. of Mining Tech.	C	C	C, 16	B, 19	A, 18	+A, 5	12, 904	12, 573	12, 530	12, 185	1, 117	58
New Mexico Military Inst.	D	D	D, 4	D, 8	C, 10	B, 33	9, 236	8, 711	8, 796	8, 279	598	55
New Mexico State Univ.	C	C	C, 89	B, 87	B, 120	A, 33	12, 683	12, 135	12, 285	11, 741	552	329
v University of Albuquerque x	+D	+C	+D, 4	+C, 16	+D, 20	+D, 12	9, 498	8, 264	8, 851	7, 430	NA	52
e Univ. of New Mexico 106	C	B	C, 163	B, 141	-B, 163	B, 33	13, 553	12, 960	13, 003	12, 412	585	503
Western New Mexico Univ.	C	B	C, 9	B, 22	+A, 17	A, 4	12, 410	11, 670	12, 001	11, 264	603	57
New York												
cv Adelphi University 107	C	B	C, 54	+A, 71	A, 90	+AA, 62	13, 370	12, 076	12, 136	11, 041	NR	277
ev Alfred University x	C	B	C, 31	+A, 23	B, 58	A, 13	13, 220	11, 831	11, 783	10, 683	990	125
Auburn Community College	+C	C	+C, 10	+B, 14	+A, 18	+AA, 22	11, 717	10, 034	11, 132	9, 536	475	64
v Bard College	C	B	C, 11	+A, 15	A, 15	AA, 4	13, 766	12, 389	12, 015	10, 922	937	45
ev Bennett College	D	-D	D, 6	-D, 6	B, 6	+B, 14	9, 990	9, 325	8, 946	8, 525	919	32
v Briarcliff College	+C	-C	+C, 7	C, 12	+A, 22	AA, 9	11, 904	10, 860	10, 868	9, 968	902	50
v Broome Tech. Comm. Coll.	C	B	C, 30	A, 24	A, 50	AA, 39	12, 942	NR	10, 803	-	954	143
v Canisius College x	C	+B	C, 12	B, 33	A, 68	A, 22	11, 842	11, 209	10, 496	9, 885	NA	135
ev Cazenovia College	C	A	C, 4	A, 5	A, 13	A, 18	11, 256	10, 218	10, 408	9, 478	949	40

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	Avg. Scale	Min. Scale	Prof.	Assoc.	Ass't.	Instr.					
							1969-70	1968-69	1969-70	1968-69	
v CUNY: Bernard M. Baruch Coll.	AA	AA	AA, 34	AA, 29	AA, 64	AA, 4	\$20,700	NR	\$17,395	-	\$1,493
v CUNY: Borough c ^e Manhattan Comm. Coll.	+A	AA	+A, 12	+AA, 36	AA, 55	AA, 58	15,550	13,267	12,916	\$11,353	697
v CUNY: Bronx Community College	+A	+AA	A, 12	AA, 37	AA, 84	AA, 92	16,469	14,315	13,716	12,237	1,181
ev CUNY: Brooklyn College	AA	AA	AA, 145	AA, 171	AA, 276	AA, 76	20,208	18,121	17,245	15,644	825
v CUNY: City College	AA	AA	AA, 172	AA, 186	AA, 270	AA, 120	20,218	18,247	17,602	15,744	1,133
v CUNY: Hunter College	+AA	AA	+AA, 107	AA, 107	AA, 178	AA, 35	20,937	17,617	17,555	15,182	802
v CUNY: John Jay Coll. of Criminal Justice	A	AA	A, 19	AA, 21	AA, 34	AA, 25	18,820	NR	15,760	-	1,158
v CUNY: Herbert H. Lehman Coll.	AA	AA	AA, 35	AA, 75	AA, 158	AA, 36	19,265	16,740	16,199	14,408	1,117
v CUNY: Kingsborough Comm. Coll.	+A	AA	+A, 11	+AA, 24	AA, 71	AA, 89	15,621	13,790	12,981	11,774	1,162
v CUNY: N. Y. City Comm. Coll.	A	NR	A, 60	AA, 75	AA, 132	AA, 90	18,349	15,388	13,388	13,389	NR
v CUNY: Queens College	+AA	AA	+AA, 144	AA, 166	AA, 294	AA, 15	19,817	16,898	16,776	14,620	925
v CUNY: Queensborough Comm. Coll.	A	A'	A, 22	AA, 36	AA, 106	AA, 99	16,301	17,423	13,605	15,106	1,100
v CUNY: Staten Island Comm. Coll.	A	AA	A, 14	AA, 29	AA, 73	AA, 52	16,604	14,064	13,785	12,010	969
v CUNY: York College	-	-	-	AA, 13	AA, 44	AA, 15	17,752	NR	14,892	-	1,250
ev Clarkson Coll. of Tech.	B	A	B, 38	A, 40	AA, 54	A, 23	15,155	13,951	13,661	12,604	879
v Colgate University	+A	A	+A, 42	A, 34	-A, 40	AA, 23	15,758	15,069	13,340	12,860	1,055
v College of Mount St. Vincent ^x	B	B	+B, 2	B, 7	B, 8	B, 11	10,687	9,965	9,805	9,153	NR
ev College of New Rochelle	C	B	C, 10	B, 13	B, 21	+A, 13	12,411	10,876	11,077	9,727	57
v College of St. Rose ^y	C	B	C, 5	B, 6	-C, 8	A, 6	11,280	10,260	10,180	9,320	28
ev Columbia University ^z	A	A	A, 423+AA, 171	A, 232	A, 95	18,321	16,610	15,754	14,402	NR	921
Columbia Affiliates:											
v Barnard College	B	+AA	B, 28	A, 29	A, 34	A, 32	13,886	13,805	11,976	11,785	912
v ² College of Pharmacy	B	B	B, 3	AA, 5	AA, 8	B, 1	15,287	NR	13,315	-	805
v Teachers College	B	A	B, 90	AA, 47	AA, 42	AA, 35	17,256	16,170	15,339	14,068	177
v Cooper Union	+B	B	+B, 17	A, 20	A, 31	A, 8	13,041	13,039	12,559	11,727	224
ev Cornell University ¹¹¹	A	A	A, 327	AA, 164	AA, 255	AA, 32	18,140	17,325	15,769	15,024	NR
cv Cornell Univ.-Contract Colls.	112	B	B, 314	AA, 214	+AA, 134	+A, 10	18,295	16,695	15,347	14,011	778
ev Corning Community College	C	+A	C, 9	+A, 11	A, 37	A, 27	12,069	11,052	10,201	9,340	672

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	Avg. Scale	Min. Scale	Prof.	Assoc.	Ass't.	Instr.	1969-70		1968-69			
							1969-70	1968-69	1969-70	1968-69		
v Dutchess Comm. Coll.	C	+A	C, 14	+A, 35	+AA, 60	AA, 14	\$13, 901	\$11, 429	\$11, 860	\$10, 066	\$ 612	
v D' Youville College ^x	C	B	C, 9	+B, 18	B, 25	A, 18	11, 226	9, 825	10, 080	8, 851	NA	
cv Eisenhower College	B	B	B, 9	+AA, 3	AA, 23	AA, 6	14, 070	NR	12, 502	-	123	
v Elmira College	B	A	B, 14	B, 14	A, 23	AA, 21	12, 836	11, 838	11, 112	10, 267	71	
v Erie Community College	B	B	B, 20	A, 29	AA, 77	AA, 60	12, 990	NR	11, 072	-	41	
Fashion Inst. of Tech. ^x	A	A	A, 20	AA, 28	AA, 55	AA, 26	16, 194	14, 902	15, 447	14, 157	72	
ev Fordham University ¹³	B	A	B, 77	A, 129	A, 157	AA, 85	13, 236	12, 726	12, 125	1, 260	186	
ev Hamilton College	B	A	B, 31	B, 18	-B, 26	A, 6	14, 381	13, 625	12, 579	11, 858	144	
ev Hartwick College	C	B	C, 23	B, 17	B, 46	A, 18	12, 073	11, 388	10, 623	10, 042	448	
ev Hobart & Smith Colleges	+B	+A	+B, 26	B, 14	A, 28	A, 27	12, 844	11, 236	11, 279	10, 239	808	
v Hofstra University	B	A	B, 57	A, 99	A, 99	A, 100	13, 584	12, 318	11, 969	10, 876	144	
ev Iona College ^x	C	B	C, 7	B, 24	B, 55	B, 27	10, 872	10, 428	10, 077	9, 673	328	
ev Ithaca College	C	+B	C, 22	B, 43	B, 113	+A, 40	11, 720	10, 796	10, 738	10, 007	81	
v Jamestown Comm. Coll.	+C	+B	+C, 3	C, 14	C, 21	+A, 23	10, 797	9, 812	9, 605	8, 746	104	
v Jefferson Comm. Coll.	C	B	C, 4	C, 12	B, 20	+AA, 10	11, 291	10, 215	10, 149	9, 169	96	
ev Keuka College	C	B	C, 8	B, 14	B, 19	+A, 14	11, 955	10, 578	10, 648	9, 476	366	
ev Kirkland College	B	A	B, 5	-B, 9	-A, 8	AA, 9	13, 535	13, 833	11, 930	12, 108	1, 311	
v Lehman College ^x	C	B	C, 10	B, 17	A, 21	A, 10	12, 456	11, 503	11, 224	10, 341	218	
v Long Island University ¹⁴	B	A	B, 130	A, 191	AA, 291	AA, 195	14, 177	13, 125	12, 588	11, 503	59	
cv Manhattan College ^x	+B	+A	+B, 20	B, 46	B, 72	A, 30	12, 499	11, 420	11, 056	10, 080	807	
ev Manhattanville College ^x	C	A	C, 20	B, 18	A, 31	AA, 12	12, 711	11, 486	11, 651	10, 457	168	
v Marist College ^x	C	B	C, 5	C, 11	B, 31	+AA, 13	11, 142	10, 415	10, 269	9, 613	89	
v Marymount College ^x	+B	+A	+B, 9	+A, 16	+A, 18	+A, 22	12, 457	10, 870	11, 594	10, 036	61	
v Marymount Manhattan College ^x	+C	+B	+C, 3	+C, 4	-C, 9	+B, 14	10, 111	9, 420	9, 050	8, 636	65	
v Mercy College ^x	D	+B	D, 4	C, 4	C, 22	B, 12	9, 942	9, 024	9, 204	8, 249	30	
ev Mohawk Valley Comm. Coll.	C	B	C, 12	B, 20	A, 22	AA, 12	12, 498	11, 131	10, 402	9, 453	42	
v Mollov Catholic Coll. for Women ^x	D	C	D, 2	C, 1	B, 7	B, 26	9, 199	NR	8, 267	-	96	
v Monroe Community College	C	B	C, 34	+A, 59	+AA, 68	AA, 67	13, 468	12, 005	11, 314	10, 015	36	
v Nassau Community College	B	A	B, 34	+AA, 55	AA, 81	AA, 150	14, 615	12, 846	12, 252	636	228	
										10, 958	803	
										10, 958	325	

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	Prof.	Assoc.	Ass't.	Instr.	1969-70	1968-69	1969-70	1968-69	
v Nazareth College of Rochester ¹¹⁵	C	+A	C, 4	B, 4	-B, 19	A, 27	\$10,757	\$ 9,893	\$ 9,384
v New School for Social Research	+AA	+AA	+AA, 21	AA, 14	+AA, 8	AA, 2	18,108	18,519	NA
v New York Inst. of Tech. ¹¹⁶	C	B	C, 20	C, 54	B, 74	B, 85	22,175	9,904	NR
ev New York University ¹¹⁷	B	B	B, 468	A, 353	AA, 285	A, 171	10,695	NR	54
v Niagara University ^x	+C	C	C, 17	C, 23	-C, 37	B, 32	16,254	14,485	48
ev Notre Dame Coll. of Staten Island ^x	B	+A	B, 1	B, 4	+A, 6	+A, 13	10,611	10,223	233
ev Pace College	A	B	B, 45	A, 46	A, 86	AA, 80	10,619	10,008	1,321
ev Poly. Inst. of Brooklyn	C	B	B, 84	-B, 99	A, 64	C, 52	13,690	11,228	109
ev Pratt Institute	B	+A	B, 43	A, 46	A, 41	A, 41	13,690	12,567	24
ev Rensselaer Poly. Inst.	B	B	B, 112	A, 104	A, 82	+AA, 20	13,813	13,275	257
ev Rochester Inst. of Tech.	C	B	C, 41	B, 91	A, 129	A, 62	15,383	14,486	299
ev Rockefeller University ¹¹⁸	A	AA	A, 57	AA, 33	AA, 75	A, 74	12,037	NR	171
ev Rosary Hill College ^x	C	B	C, 8	-C, 13	B, 26	A, 32	16,187	10,735	318
v Russell Sage College	C	B	C, 16	-B, 19	A, 25	A, 35	10,768	9,631	323
ev St. Bonaventure University ¹¹⁹	+B	B	+B, 18	B, 17	B, 39	A, 17	14,486	12,665	239
v St. Francis College ^x	C	B	C, 13	B, 13	B, 25	B, 20	11,465	NR	79
ev St. John Fisher College ^x	C	B	C, 5	B, 12	A, 23	A, 14	11,532	10,839	54
ev St. John's University ¹²⁰	+A	B	B, 100	A, 106	A, 166	+AA, 68	13,791	12,394	475
ev St. Lawrence University	C	E	C, 34	B, 29	A, 52	AA, 21	13,133	12,368	671
v Sienna College ^x	C	+B	C, 16	C, 6	B, 21	B, 11	11,892	11,154	138
ev Skidmore College	B	B	B, 32	B, 28	A, 53	A, 43	12,500	11,897	54
State University of New York:									156
v Agr. & Tech. Coll. at Alfred	B	A	B, 28	A, 37	+AA, 97	AA, 21	13,894	12,796	NR
ev Agr. & Tech. Coll. at Canton	+B	A	+B, 24	B, 24	A, 41	AA, 27	13,012	12,477	183
ev Agr. & Tech. Coll. at Cobleskill	-C	A	-C, 15	-B, 32	A, 40	AA, 26	12,824	11,956	116
ev Agr. & Tech. Coll. at Delhi	C	+A	C, 16	+A, 22	A, 41	AA, 19	13,512	12,371	114
ev Agr. & Tech. Coll. at Farmingdale	+B	+A	+B, 58	A, 66	A, 102	AA, 45	13,961	12,944	98
ev Agr. & Tech. Coll. at Morrisville	B	A	B, 19	A, 43	A, 35	AA, 22	13,816	11,809	271
								12,910	10,970

Name of Institution	Index Grades of Compensation of Faculty by Rank, 1969-70			Grade of Average Compensation and Number of Faculty by Rank, 1969-70			Average Compensation, Full-time Faculty (Status of Report) 1968-69			Average Salary, Full-time Faculty 1968-69			Full-time Faculty Comp. per Student Equivalent			No. of Full-time Faculty Members 1969-70			
	Avg. Scale	Min. Scale	Prof. Assoc.	Ass't.	Instr.		1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	
ev Coll. of Arts/Sci. at Brockport	B	A	B, 74	A, 79	AA, 119	AA, 50	\$15,153	\$14,430	\$12,854	\$12,289	NR	322	NR	322	NR	508	NR	508	
ev Coll. of Arts/Sci. at Buffalo	B	+A	B, 145	A, 144	+AA, 162	AA, 57	14,956	13,778	12,685	11,719	NR	508	NR	508	NR	258	NR	258	
v Coll. of Arts/Sci. at Cortland	B	A	B, 68	A, 74	-A, 86	AA, 30	14,698	13,480	12,457	11,464	NR	217	NR	217	NR	217	NR	217	
v Coll. of Arts/Sci. at Fredonia	B	A	B, 50	+AA, 64	AA, 67	AA, 36	15,603	14,600	13,242	12,436	NR	217	NR	217	NR	217	NR	217	
ev Coll. of Arts/Sci. at Geneseo	B	A	B, 73	A, 61	A, 108	AA, 37	14,678	13,782	12,441	11,726	NR	279	NR	279	NR	353	NR	353	
ev Coll. of Arts/Sci. at New Paltz	B	A	B, 83	A, 88	AA, 145	AA, 37	14,797	13,593	12,559	11,563	NR	339	NR	339	NR	339	NR	339	
ev Coll. of Arts/Sci. at Oneonta	B	B	B, 79	A, 111	A, 120	AA, 29	14,323	13,085	12,136	11,120	NR	361	NR	361	NR	361	NR	361	
ev Coll. of Arts/Sci. at Oswego	B	A	B, 93	A, 108	A, 122	AA, 38	15,144	13,948	12,867	11,870	NR	235	NR	235	NR	235	NR	235	
v Coll. of Arts/Sci. at Pittsburgh	B	A	B, 44	A, 61	AA, 91	AA, 39	14,606	13,378	12,380	11,378	NR	245	NR	245	NR	3,117	NR	3,117	
v Coll. of Arts/Sci. at Potsdam	B	B	B, 63	A, 64	+AA, 92	AA, 26	14,535	13,452	12,315	11,438	NR	245	NR	245	NR	52	NR	52	
+A Coll. of Liberal Arts (Combined)	B	+A	B, 772	A, 854	+AA, 1112	AA, 379	14,851	13,738	12,595	11,687	NR	651	NR	651	NR	651	NR	651	
B -A Coll. of Liberal Arts (Combined)	B	-A	B, 14	A, 15	AA, 15	AA, 8	15,569	14,536	13,221	12,382	NR	350	NR	350	NR	350	NR	350	
+A Maritime College	B	A	+A, 212	AA, 164	AA, 181	AA, 65	16,993	15,711	14,450	13,400	NR	983	NR	983	NR	518	NR	518	
A AA	A	AA	A, 96	AA, 99	AA, 32	AA, 32	17,453	16,096	14,853	13,737	NR	237	NR	237	NR	524	NR	524	
A A	A	AA	A, 282	AA, 274	AA, 320	AA, 50	17,723	16,240	15,195	13,243	NR	63	NR	63	NR	63	NR	63	
A A	A	AA	A, 139	AA, 128	AA, 171	AA, 59	17,374	15,483	14,804	13,207	NR	518	NR	518	NR	518	NR	518	
C C	B	B	C, 17	+A, 36	+AA, 87	AA, 97	12,781	11,164	10,728	9,456	\$	524	NR	524	NR	524	NR	524	
C C	B	B	C, 6	B, 11	A, 23	AA, 23	12,187	NR	10,358	-	725	63	725	63	725	63	725	63	
ev State Univ. at Albany	B	B	B, 234	A, 220	AA, 239	AA, 117	15,578	15,576	13,615	13,249	NR	955	955	955	955	903	903	903	
ev State Univ. at Binghamton	B	B	B, 132	A, 102	-A, 114	AA, 49	15,842	15,431	13,899	13,527	NR	773	773	773	773	720	720	720	
v State Univ. at Stony Brook	B	B	-C, 8	B, 19	B, 44	A, 22	11,332	10,488	10,120	9,424	NR	544	NR	544	NR	544	NR	544	
v Suffolk County Comm. Coll.	B	-	B, 4	B, 6	AA, 9	AA, 9	11,510	NR	9,539	-	569	68	569	68	569	68	569	68	
v Tompkins-Cortland Comm. Coll.	B	C	B, 15	A, 28	AA, 19	AA, 19	12,344	10,820	10,441	9,687	NR	1,247	1,247	1,247	1,247	1,139	1,139	1,139	
v Ulster County Comm. Coll.	C	B	B, 42	A, 26	A, 36	AA, 31	14,543	13,842	12,852	12,149	NR	36	36	36	36	89	89	89	
ev Union College	B	-A	B, 17	AA, 8	AA, 9	+AA, 2	17,886	17,749	11,646	11,572	NR	481	481	481	481	1,737	1,737	1,737	
v Union Theological Seminary	B	+A	B, 21	A, 28	A, 26	AA, 14	14,999	13,096	13,737	12,184	NR	1,328	1,328	1,328	1,328	1,328	1,328	1,328	
cv U.S. Merchant Marine Academy	B	A	A, 178	AA, 127	AA, 14	AA, 32	17,977	17,977	15,613	14,897	NR	1,737	1,737	1,737	1,737	1,561	1,561	1,561	
ev University of Rochester	B	A	B, 55	A, 35	A, 54	A, 20	14,446	13,285	12,647	11,599	NR	72	72	72	72	601	601	601	
ev Vassar College	C	B	C, 27	B, 23	A, 30	AA, 51	12,314	12,122	10,913	10,750	NR	1,364	1,364	1,364	1,364	72	72	72	
v Wagner College	C	C	C, 18	-C, 14	B, 24	A, 16	12,028	11,603	10,363	9,942	NR	1,345	1,345	1,345	1,345	285	285	285	
ev Wells College	C	-C	B, 78	AA, 65	AA, 74	AA, 74	15,792	14,933	14,933	14,184	NR	1,345	1,345	1,345	1,345	1,345	1,345	1,345	
ev Yeshiva University	B	A																	

<u>Name of Institution</u>	<u>Avg. Scale</u>	<u>Min. Scale</u>	<u>Index Grades of Compensation 1969-70</u>	<u>Grade of Average Compensation and Number of Faculty by Rank, 1969-70</u>	<u>Average Compensation, Full-time Faculty (Status of Report) 1969-70</u>	<u>Average Salary, Full-time Faculty 1968-69</u>	<u>No. of Full-time Faculty Members 1969-70</u>		
							<u>Prof.</u>	<u>Assoc.</u>	<u>Ass't.</u>
North Carolina									
c Agr. & Tech. State Univ.	C	C	C, 59	C, 49	C, 52	B, 66	\$11,160	\$10,290	\$10,739
e Appalachian State University	C	+B	C, 60	B, 60	B, 112	B, 73	11,541	10,747	11,085
v Atlantic Christian College	+C	+C	+C, 18	+C, 18	+C, 25	C, 7	10,937	9,391	8,479
Barber-Scotia College	E	F	E, 5	E, 6	E, 15	C, 17	8,241	NR	7,890
v Belmont Abbey College ¹²³	D	+B	D, 2	+B, 2	C, 11	+A, 2	10,373	9,649	9,343
v Brevard College ¹²³	E	C	E, 3	D, 7	D, 14	D, 16	8,398	7,788	7,738
ev Campbell College	D	D	D, 18	D, 32	C, 41	C, 118	9,702	9,078	8,906
v Catawba College	D	D	D, 18	C, 21	C, 21	B, 13	10,756	9,323	9,548
ev Davidson College	B	A	B, 38	A, 23	AA, 19	AA, 6	15,566	14,681	13,252
v Duke University ¹²⁴	A	A	A, 209	A, 133	A, 112	AA, 12	17,937	16,494	15,584
v East Carolina University ¹²⁵	C	C	C, 95	+B, 112	B, 214	C, 116	11,421	10,707	11,052
e Elizabeth City State Univ.	D	C	D, 17	C, 10	C, 18	+B, 22	10,464	9,234	10,095
Elon College	-	-	-	-	-	NR	NR	-	-
Payetteville State College	-	-	-	-	-	NR	NR	-	-
v Greensboro College	D	C	D, 14	C, 10	B, 20	B, 6	11,506	11,134	10,328
ev High Point College	C	B	C, 16	C, 16	C, 36	B, 13	11,221	10,367	9,944
v Johnson C. Smith University	C	C	C, 8	C, 11	-C, 18	-B, 31	10,018	10,401	9,624
ev Lenoir-Rhyne College	D	D	D, 17	C, 14	C, 28	B, 30	10,365	NR	9,282
v Livingstone College	-	-	-	-	-	NR	NR	-	8,686
ev Mars Hill College	D	C	D, 13	D, 23	C, 26	-C, 24	9,547	9,237	8,642
v Meredith College	D	C	D, 12	D, 9	C, 21	C, 16	9,787	9,362	8,362
ec North Carolina Central Univ. ¹²⁶	C	C	C, 48	+B, 27	+B, 83	B, 65	10,876	9,841	8,927
ec North Carolina State Univ.	+B	C	+B, 180	B, 185	A, 179	A, 119	13,499	12,643	10,505
ev North Carolina Wesleyan College	+C	B	+C, 4	C, 8	B, 26	-B, 7	10,880	10,236	12,272
Pembroke State University	D	C	D, 26	C, 30	C, 21	B, 24	10,532	9,882	9,828
ev Pfeiffer College	D	D	D, 14	C, 9	B, 26	A, 14	10,670	NR	9,107

Name of Institution	Index Grades of Compensation of 1969-70			Grade of Average Compensation and Number of Faculty by Rank, 1969-70			Average Compensation, Full-time Faculty (Status of Report) 1969-70 / 1968-69			Full-time Faculty Comp. per Student-Equivalent			No. of Full-time Faculty Members 1969-70
	Prof.	Assoc.	Ass't.	Instr.									
ev Queens College	C	C	C	C, 20	C, 8	B, 28	-B, 10	\$12,187	\$11,515	\$10,456	\$10,064	NR	66
ev St. Andrews Presbyterian Coll.	C	C	C	C, 10	B, 17	+A, 29	A, 12	11,768	11,055	10,744	10,064	\$	68
v Salem College ¹²⁷	D	C	D	D, 12	C, 13	B, 9	B, 12	11,181	10,698	10,327	9,886	959	46
v Shaw University	D	D	D	D, 14	C, 20	B, 25	B, 17	11,451	9,776	10,194	9,188	705	76
Univ. of N. C. (Asheville) ¹²⁸	C	B	C	C, 12	+B, 12	B, 15	B, 14	11,495	10,554	11,049	10,181	754	53
ec Univ. of N. C. (Chapel Hill) ¹²⁹	B	B	B	B, 306	A, 243	A, 259	-A, 90	15,345	14,741	14,972	14,367	975	951
Univ. of N. C.: Precllin. Med. Sch. (B)	B	B	B	-	-	-	-	NR	16,687	-	16,313	-	-
Univ. of N. C. (Charlotte)	C	D	C	C, 17	C, 26	B, 48	B, 46	10,861	10,565	10,491	10,200	564	137
Univ. of N. C. (Greensboro) ¹³⁰	C	C	C	C, 73	B, 58	A, 96	A, 92	12,424	11,522	11,185	755	340	340
Univ. of N. C. (Wilmington) ¹³¹	-D	C	-D	C, 13	C, 15	C, 36	C, 14	10,447	9,619	10,076	9,252	MR	78
ev Wake Forest University ¹³¹	C	B	C	C, 60	-B, 50	A, 42	B, 31	13,430	12,731	12,025	11,408	878	188
e Western Carolina University Winston Salem State College	+C	C	+C	+C, 46	+B, 33	B, 140	B, 44	11,203	10,230	10,829	9,859	661	263
North Dakota	-	-	-	-	-	-	-	NR	-	-	-	-	-
cv Dickinson State College	D	+C	D	D, 9	+C, 16	B, 40	B, 10	10,536	9,683	9,652	8,731	500	75
v Jamestown College	D	C	D	D, 9	C, 10	C, 8	B, 10	10,525	9,800	9,985	9,333	626	37
cv Kayville State College	D	C	D	D, 6	+B, 10	-C, 18	A, 3	11,013	10,351	9,961	9,362	445	37
cv Minot State College	D	+C	D	D, 13	+C, 31	C, 43	B, 32	10,302	9,608	9,477	8,791	457	119
ecv North Dakota State University	C	B	C	C, 81	+B, 96	B, 97	+A, 20	12,128	11,005	11,245	10,125	610	324
ev University of North Dakota	C	B	C	C, 56	B, 101	+A, 148	A, 65	12,354	11,456	11,489	10,658	631	370
ecv Univ. of N.D.: Precllin. Med. Sch.	B	B	B	B, 11	-A, 4	A, 9	-	15,706	15,250	14,616	14,096	1,300	24
ecv Valley City State College	D	C	D	D, 8	D, 23	+B, 16	-B, 15	10,507	9,766	9,668	8,890	62	62
Ohio													
cv Air Force Inst. of Tech. ¹³²	B	A	B	B, 19	+AA, 26	AA, 5	-	17,272	15,773	16,082	14,548	NR	50
ev Antioch College ¹³³	B	+A	B	B, 23	A, 18	A, 49	+AA, 11	13,582	13,070	12,167	11,623	NR	101

Name of Institution	Index Grades of Compensation		Grade of Average Compensation and Number of Faculty by Rank, 1969-70		Average Compensation, Full-time Faculty (Status of Report)		Full-time Faculty Comp. per Student-Equivalent		No. of Full-time Faculty Members 1969-70
	Avg. Scale	Min. Scale	Prof.	Assoc.	Ass't.	Instr.	1969-70	1968-69	
evz Ashland College	C	+B	C, 52	B, 35	A, 66	+AA, 27	\$13,433	\$11,042	NR
v Baldwin-Wallace College	C	B	C, 24	B, 32	A, 53	+AA, 21	13,018	11,434	180
ev Bowling Green State Univ. 134	B	B	B, 131	A, 135	AA, 188	AA, 165	13,838	12,257	633
v Capital University 125	C	C	C, 20	C, 22	B, 32	A, 10	11,113	11,760	616
ecv Case Western Reserve 136	+A	B	+A, 172	A, 162	+AA, 203	AA, 53	11,205	9,679	623
v Central State University	C	B	C, 20	+A, 20	A, 34	AA, 38	12,859	14,138	767
ev Cleveland State University 137	B	+A	B, 46	A, 83	AA, 120	AA, 58	14,166	12,682	84
v Coll. of Mt. St. Joseph on the Ohio	D	+B	D, 4	C, 9	C, 13	B, 14	10,100	9,193	590
ev College of Steubenville	C	B	C, 4	+B, 6	+B, 21	B, 18	10,302	9,532	1113
ev College of Wooster	B	B	B, 52	B, 27	A, 40	-B, 25	13,854	13,385	NA
ev Cuyahoga Community College	C	A	C, 2	A, 43	AA, 68	AA, 142	13,183	11,696	509
ev Defiance College	D	C	D, 10	C, 18	-C, 38	B, 9	10,455	9,758	312
ev Denison University 138	C	+A	C, 47	B, 23	A, 74	-A, 8	13,872	12,894	40
ev Edgewood College 138	E	D	E, 10	E, 10	-D, 11	+D, 4	8,203	8,104	49
v Findlay College	D	+B	D, 10	C, 8	B, 22	B, 12	10,945	11,748	149
Hebrew Union College 139	B	A	B, 21	A, 5	A, 5	A, 5	17,958	11,696	202
ev Heidelberg College	C	B	C, 28	-C, 9	B, 33	-C, 21	11,693	11,426	252
ev Hiram College	C	B	C, 19	B, 7	B, 30	A, 17	12,250	11,906	255
v John Carroll University X	C	B	B, 27	B, 30	B, 52	A, 24	12,574	11,454	741
ec Kent State University 134-140	B	B	B, 196	A, 192	A, 300	AA, 173	14,401	12,793	1033
v Kenyon College	-C	+B	-C, 31	B, 15	-B, 24	AA, 9	13,819	13,607	860
ev Lake Erie College	C	+B	C, 8	C, 10	B, 16	B, 15	10,932	10,042	91
vz Lorain County Comm. Coll.	-	-	-	B, 32	A, 28	AA, 31	12,294	11,737	824
ev Marietta College	C	B	C, 27	+A, 33	-B, 35	A, 13	13,511	12,599	73
ev Methodist Theological School 141	C	+B	C, 5	+B, 9	A, 2	-	12,452	11,571	133
ev Miami University 141	B	A	B, 110	A, 108	+AA, 179	AA, 108	13,523	12,086	864
ev Mount Union College	C	+B	C, 19	B, 20	B, 25	AA, 17	14,178	13,408	149
ev Muskingum College	C	B	C, 13	B, 30	B, 36	-B, 19	12,255	11,501	81
ev Oberlin College	B	A	B, 64	A, 74	A, 70	AA, 11	11,742	10,812	98
v Ohio Dominican College X	D	C	D, 2	C, 3	D, 19	C, 12	15,056	13,317	220
							8,760	8,302	36

Name of Institution	Index Grades of Compensation 1969-70		Grade of Average Compensation and Number of Faculty by Rank, 1969-70		Average Compensation, Full-time Faculty (Status of Report) 1969-70 1968-69		Average Salary, Full-time Faculty 1969-70 1968-69		Full-time Faculty Comp. per Student-Equivalent		No. of Full-time Faculty Members 1969-70		
	Prof.	Assoc.	Ass't.	Instr.	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	
ecv Oklahoma City University ¹⁴⁵	D	D	D	D, 6 -D, 15	C, 45	B, 14	\$ 9,774	\$ 9,831	\$ 9,017	\$ 9,031	453	80	
e Oklahoma State University ¹⁴⁵	C	C	C	C, 171	B, 177	A, 213	-C, 72	13, 216	12, 388	11, 638	11, 881	507	633
ec Panhandle State College	D	D	D	D, 13	C, 11	C, 11	-A, 26	10, 202	10, 081	9, 709	9, 597	476	61
v Phillips University	D	C	C	D, 22 -D, 25	D, 38	-C, 4	-B, 15	10, 164	10, 136	9, 035	9, 156	672	89
e Southeastern State College	D	C	C	D, 18	C, 15	B, 29	-B, 15	10, 461	NR	9, 968	9, 444	438	107
Southwestern State College ¹⁴⁶	-	-	-	-	-	-	-	NR	NR	9, 932	-	-	-
ec University of Oklahoma ¹⁴⁶	C	+D	C	C, 232	B, 118	A, 190	+B, 89	13, 343	12, 631	12, 757	12, 056	510	629
ev University of Tulsa	C	-C	C	C, 47 +A, 68	A, 60	A, 10	A, 60	13, 833	12, 842	12, 602	11, 741	509	185
 Oregon													
Central Oregon Community College	(C)	B	C	C, 14	B, 26	-	-	NR	10, 427	-	9, 988	-	
v Eastern Oregon College	C	B	C	C, 29	C, 25	B, 35	A, 6	12, 550	11, 630	11, 468	10, 832	625	81
ev Lewis & Clark College	C	B	D	C, 21	C, 23	B, 47	B, 9	12, 227	11, 426	11, 182	10, 399	744	113
ev Linfield College	-	-	-	-	B, 21	+A, 3	+A, 3	11, 602	10, 456	10, 515	9, 685	777	66
Marylhurst College	v	B	C	C, 28	B, 22	A, 86	A, 19	12, 728	NR	-	-	-	-
Oregon College of Education	C	C	C	C, 326	B, 267	A, 264	A, 68	11, 852	11, 066	11, 637	10, 811	566	155
cv Oregon State University	C	B	C	C, 10	A, 31	A, 55	AA, 14	13, 950	13, 066	12, 813	12, 189	899	925
v Oregon Technical Institute	C	-B	C	C, 16	+B, 23	B, 29	B, 6	12, 831	11, 910	11, 811	10, 956	1, 046	110
ev Pacific University	C	B	C	C, 101	B, 138	B, 154	B, 39	13, 087	12, 211	11, 520	10, 667	794	77
ev Portland State University	B	B	B	B, 37	B, 31	B, 45	-	13, 874	12, 704	12, 297	12, 006	591	433
ev Reed College	C	B	C	C, 55	B, 43	A, 101	A, 24	12, 831	11, 771	12, 151	11, 080	1, 240	125
v Southern Oregon College	C	B	C	C, 2	-C, 9	B, 29	AA, 13	11, 189	10, 377	11, 730	13, 008	709	53
cv Southwestern Oregon Comm. Coll.	C	B	B	B, 229	A, 183	A, 201	+AA, 72	14, 980	14, 220	10, 391	9, 276	MA	685
ev University of Oregon ^x	D	C	D	D, 10	C, 23	B, 55	A, 9	11, 107	NR	8, 697	7, 848	-	97
ev University of Portland ^x	(E)	D	(E)	-	-	-	-	12, 445	11, 559	11, 018	10, 355	719	93
v Warner Pacific College	C	-C	C	C, 29	C, 22	B, 26	A, 16	-	-	-	-	-	-
ev Willamette University													

Name of Institution	Index Grades of Compensation 1969-70	Avg. Scale	Min. Scale	(1)	(2)	(3)	(4)	(5)	(6)
				Prof.	Assoc.	Ass't.	Instr.	Average Compensation, Full-time Faculty (Status of Report) 1969-70	Average Compensation, Full-time Faculty 1968-69
Pennsylvania									
v Albright College	C B	B,22	B,15	B,26	B,20	-A,24	\$11,742	\$10,472	\$ 83
v Allegheny College	-C,30	B,17	-B,40	+B,9	B,20	9,790	9,333	10,683	111
ev Alliance College	D C	D,3	C,8	B,10	B,26	A,5	12,899	11,881	41
ev Beaver College	C B	C,16	B,10	B,64	A,17	12,872	11,778	11,627	675
Bloomsburg State College	C B	C,51	B,106	A,31	AA,4	14,992	14,459	10,683	57
ev Bryn Mawr College	B A	B,43	A,31	A,30	A,16	13,878	13,059	12,099	813
ev Bucknell University	B B	B,55	+A,39	A,82	+AA,37	11,952	11,084	10,915	238
ev Bucks County Community College	+B C	C,10	B,44	+A,49	B,16	10,117	9,585	10,142	126
cv Butler County Comm. Coll.	-	-	C,11	B,19	C,10	9,708	NR	8,804	209
v Cabrini College	C B	C,2	C,3	C,12	C,32	12,607	11,342	12,162	592
Calif. State College 146a	C B	C,70	+B,155	B,60	A,32	10,813	10,290	9,613	140
v Carlow College 146a	B,2 +A	B,4	B,15	A,16	NR	NR	NR	9,255	47
Carnegie Mellon University	-	-	-	-	-	11,656	10,635	10,401	NA
ev Cedar Crest College	C B	C,12	B,10	B,18	+A,16	13,014	12,304	11,447	27
v Chatham College	B B	B,12	A,12	A,15	+AA,16	11,505	10,678	10,408	56
v Chestnut Hill College x	C C	C,4	C,10	B,5	C,5	11,733	11,425	11,281	24
Cheyney State College	C C	C,25	B,44	B,43	+A,26	12,966	11,807	12,492	138
Clarion State College	C C	C,61	B,84	+A,50	A,29	-C,27	8,921	11,373	224
ev College of Misericordia x	D C	D,1	+C,4	C,20	B,123	A,91	10,861	8,294	7,794
v Comm. Coll. of Allegheny County	C C	C,2	B,40	B,75	A,73	10,038	9,356	9,872	256
ev Comm. Coll. of Philadelphia	C C	C,4	B,15	B,75	B,29	10,142	9,173	8,953	181
ev Delaware Valley College	C C	C,6	C,8	+B,19	A,46	13,590	13,038	9,562	637
ev Dickinson College	B B	B,24	A,33	A,46	A,10	14,144	13,345	11,829	62
v Drexel Inst. of Tech x	B B	B,68	A,94	A,30	-	13,488	NR	12,726	113
ev Dropicie University 147	-	-	C,5	C,3	-	13,134	12,938	-	306
ev Duquesne University x	C C	C,56	+A,70	A,92	B,34	12,351	11,740	11,057	8
									252

Name of Institution	Index Grades of Compensation <u>1969-70</u>	Avg. Scale	Min. Scale	Grade of Average Compensation and Number of Faculty by Rank, <u>1969-70</u>			Average Compensation, Full-time Faculty (Status of Report)			Average Salary, Full-time Faculty <u>1968-69</u>			Full-time Faculty Comp. for Student- Equivalent <u>1969-70</u>	No. of Full-time Faculty Members <u>1969-70</u>	
				Prof.	Assoc.	Ass't.	Instr.	<u>1969-70</u>	<u>1968-69</u>	<u>1969-70</u>	<u>1968-69</u>	\$	870		
East Stroudsburg State Coll.	C	B	C	C, 39	+B, 79	B, 37	A, 14	\$12,680	\$11,442	\$12,171	\$11,007	\$	870	169	
v Eastern Baptist College	(D)	D	C	C, 75	C, 103	B, 152	A, 52	NR	9,160	-	8,334	-	-	-	-
Edinboro State College	C	C	D	D, 11	+C, 28	+B, 41	A, 21	11,568	10,814	11,081	9,629	NR	726	382	
ev Elizabethtown College	D	C	A	B, 38	A, 41	AA, 61	AA, 13	10,814	9,767	8,801	11,991	1,233	101	101	
ev Franklin & Marshall College	B	A	-D	B	-D, 11	C, 13	B, 41	B, 29	10,336	9,733	9,405	8,872	NA	153	94
ev Gannon College ^x	D	C	D	D, 13	C, 9	C, 39	+B, 12	10,522	9,517	9,521	8,683	554	73	73	
ev Geneva College	+B	B	B	B, 32	B, 32	A, 37	A, 28	13,381	12,579	11,694	11,008	914	129	129	
v Gettysburg College	-	-	D	D, 2	D, 11	D, 20	8,025	NR	7,549	-	NA	NA	NA	NA	33
Gwynedd-Mercy College ^x	-	-	D	D, 7	+B, 16	B, 54	+AA, 31	11,169	9,962	9,930	8,977	457	108	108	
cv Harrisburg Area Comm. Coll.	D	A	B	B, 29	A, 13	-A, 29	AA, 1	15,946	15,700	13,375	13,038	1,837	72	72	
v Haverford College	B	C	D	D, 2	C, 1	B, 15	B, 4	10,237	9,606	9,279	8,695	NA	NA	22	
v Immaculata College ^x	C	B	C	C, 109	+B, 180	B, 137	A, 39	12,549	11,736	12,040	11,302	623	465	465	
Indiana Univ. of Pennsylvania	C	B	+A	+A, 36	+AA, 53	+AA, 58	+AA, 30	17,889	16,759	16,426	15,801	NR	177	177	
cv Thomas Jefferson University	A	C	+C	+C, 18	C, 24	+B, 20	-B, 14	11,439	10,447	10,345	9,467	739	76	76	
v Juniata College ^x	C	B	C	C, 10	C, 27	-C, 36	B, 14	10,701	10,152	9,783	9,290	NA	87	87	
ev King's College	C	B	C	C, 51	+B, 76	B, 62	A, 28	12,270	11,239	11,807	10,815	NR	217	217	
Kutztown State College	C	A	B	B, 29	A, 38	A, 50	MA, 28	13,927	13,099	12,338	11,635	1,055	145	145	
ev Lafayette College	B	C	B	C, 16	B, 40	B, 70	B, 23	11,279	10,690	10,252	9,695	NA	147	147	
cv LaSalle College ^x	C	B	C	C, 10	C, 14	B, 26	A, 14	11,708	10,849	10,320	9,788	797	64	64	
v Lebanon Valley College	C	B	+A	B, 90	A, 88	A, 62	A, 43	15,346	14,702	13,161	12,524	1,011	286	286	
ev Lehigh University	C	C	C	C, 23	-C, 12	+B, 27	B, 30	11,462	10,866	10,701	10,125	1,004	92	92	
v Lincoln University	C	B	C	C, 22	B, 51	B, 62	A, 16	12,145	NR	11,640	-	792	151	151	
Lock Haven State College	C	-C	-C	-C, 14	B, 22	-B, 36	A, 16	12,281	11,879	11,413	10,868	739	89	89	
v Lycoming College	C	B	C	C, 40	+B, 66	+A, 66	A, 28	12,515	10,975	12,051	10,535	890	200	200	
Mansfield State College	D	C	D	D, 6	+B, 9	C, 32	B, 25	9,709	9,360	8,960	8,660	NA	72	72	
ev Marywood College ^x	-	-	-	-	C, 4	C, 12	C, 19	8,770	8,644	8,154	8,008	NA	35	35	
v Mercyhurst College ^x	C	+B	C	C, 48	B, 108	B, 89	A, 27	12,496	11,524	12,061	11,089	877	272	272	
Millersville State College ^x	C	B	C	C, 18	B, 17	-B, 27	A, 19	12,228	11,411	10,751	10,014	841	81	81	
v Moravian College ^x	C	B	C	-	-	-	-	-	-	-	-	-	-	-	

Name of Institution	Index Grades of Compensation 1969-70	Avg. Min. Scale	(1)			(2)			(3)			(4)			(5)			(6)		
			Prof.	Assoc.	Ass't.	Instr.	Grade of Average Compensation and Number of Faculty by Rank, 1969-70	Average Compensation, Full-time Faculty (Status of Report) 1969-70	Full-time Faculty 1968-69	Average Salary, Full-time Faculty 1969-70	Full-time Faculty 1968-69	Full-time Faculty Comp. per Student- Equivalent	No. of Full-time Faculty Members 1969-70	Full-time Faculty Comp. per Student- Equivalent	No. of Full-time Faculty Members 1969-70	Full-time Faculty Comp. per Student- Equivalent	No. of Full-time Faculty Members 1969-70			
v Muhlenberg College	C	B	C, 31	B, 21	B, 30	+A, 20	\$12,897	\$11,865	\$10,943	\$10,180	\$ 896	102	-	-	-	-	-			
ec Penn. State University	(B)	C	+C	-	-	-	NR	12,284	-	11,750	-	-	-	-	-	-	-	-		
v Philadelphia College of Art	C	+B	+C, 10	C, 22	C, 27	+C, 18	10,535	9,577	9,614	8,718	NR	77	-	-	-	-	-	-		
v Phila. Coll. of Tex. & Sci.	C	C	C, 13	B, 16	B, 21	A, 14	11,961	11,263	10,958	9,966	687	64	-	-	-	-	-	-		
ev Philadelphia Musical Academy	D	D	D, 5	D, 6	D, 3	C, 4	10,092	NR	9,285	-	663	18	-	-	-	-	-	-		
ev PMC Colleges	C	B	C, 20	-B, 21	-B, 35	+AA, 15	12,693	12,133	11,791	11,217	804	91	-	-	-	-	-	-		
ev Point Park College	B	A	B, 11	A, 22	B, 59	A, 38	11,585	10,795	10,530	9,862	561	130	-	-	-	-	-	-		
ev Rosemont College	C	B	C, 3	+B, 14	B, 15	B, 10	11,067	9,619	10,127	8,837	NA	42	-	-	-	-	-	-		
ev St. Francis College	C	B	C, 8	-C, 16	-C, 26	B, 26	10,258	10,066	9,220	9,195	NA	76	-	-	-	-	-	-		
v St. Joseph's College ¹⁴⁹	-C	B	-C, 22	B, 10	B, 41	B, 20	12,066	11,415	11,231	10,582	NA	93	-	-	-	-	-	-		
v St. Vincent College ¹⁵⁰	+C	+B	+C, 1	+B, 11	+AA, 9	+AA, 13	11,570	9,662	10,576	8,203	NA	34	-	-	-	-	-	-		
v Seton Hill College ^x	D	+C	D, 4	+C, 4	+C, 8	B, 16	9,438	8,612	8,737	7,966	NA	32	-	-	-	-	-	-		
v Shippensburg State College	C	B	C, 43	C, 65	B, 105	B, 18	11,807	10,833	11,383	10,408	MR	231	-	-	-	-	-	-		
Slippery Rock State College	C	B	C, 56	+B, 117	B, 107	+A, 71	12,015	10,867	11,534	10,433	981	351	-	-	-	-	-	-		
Spring Garden Institute	(E)	D	-	-	-	-	NR	8,276	-	7,921	-	-	-	-	-	-	-	-		
ev Susquehanna University	C	B	C, 14	C, 22	B, 33	A, 28	10,961	10,443	9,892	9,405	882	97	-	-	-	-	-	-		
v Swarthmore College	-B	A	-B, 36	A, 37	A, 46	-A, 8	15,427	14,938	14,100	13,622	1,765	127	-	-	-	-	-	-		
cv Temple University ⁵¹	B	A	B, 217+AA	222	+AA, 347	AA, 215	15,431	13,362	12,592	11,557	NR	1,001	-	-	-	-	-	-		
ev Triel College	D	C	D, 13	C, 20	C, 33	+A, 14	11,189	10,404	9,546	8,890	677	80	-	-	-	-	-	-		
ev University of Pennsylvania ⁵²	A	A	A, 331+AA	198	+AA, 257	A, 31	17,672	16,297	15,814	14,729	1,156	872	-	-	-	-	-	-		
ev University of Pittsburgh	B	B	B, 341	A, 293	A, 373	+AA, 135	14,808	13,767	13,332	12,351	NR	1,286	-	-	-	-	-	-		
ev Univ. of Pitts. : Freclin. Med. Sch.	A	-A	A, 15	AA, 13	AA, 27	AA, 7	16,550	15,331	14,72	14,326	NR	63	-	-	-	-	-	-		
v University of Scranton ^x	C	C	C, 18	C, 24	B, 40	B, 9	11,777	11,012	10,701	10,015	NA	91	-	-	-	-	-	-		
ev Villanova University	C	j	C, 59	B, 88	B, 148	B, 55	12,081	11,133	11,113	10,271	NA	350	-	-	-	-	-	-		
ev Washington & Jefferson College	B	+B	B, 19	B, 16	B, 28	A, 13	12,831	12,251	11,544	11,060	1,185	76	-	-	-	-	-	-		
v Waynesburg College	C	B	C, 10	C, 16	B, 29	A, 7	11,577	10,903	10,207	9,634	665	62	-	-	-	-	-	-		
West Chester State College	C	B	C, 106	+B, 206	+B, 117	B, 31	13,120	12,633	10,346	895	460	1,01	-	-	-	-	-	-		
v Westminster College	C	B	C, 24	+A, 18	A, 32	A, 25	12,886	11,895	11,588	10,695	795	71	-	-	-	-	-	-		
ev Wilkes College	C	B	C, 16	B, 31	B, 67	+A, 37	11,197	10,486	10,407	9,490	684	151	-	-	-	-	-	-		
v Wilson College	C	A	C, 20	B, 13	B, 26	A, 12	12,800	12,472	11,525	11,266	1,550	71	-	-	-	-	-	-		
v York College of Pennsylvania	C	B	C, 7	B, 11	B, 28	A, 17	11,306	10,402	10,137	9,280	436	63	-	-	-	-	-	-		

Name of Institution	Index Grades of Compensation 1969-70	Avg. Min. Scale	Scale	(1)	(2)	(3)	(4)	(5)	(6)
				Grade of Average Compensation and Number of Faculty by Rank, 1969-70	Full-time Faculty (Status of Report) 1969-70 1968-69	Average Compensation, Full-time Faculty (Status of Report) 1969-70 1968-69	Average Salary, Full-time Faculty 1969-70 1968-69	Full-time Faculty Comp. per Student-Equivalent	No. of Full-time Faculty Members 1969-70
Puerto Rico									
e Catholic Univ. of Puerto Rico 153	G	+E	-D, 4	D, 34	+D, 46	\$ 9,853	\$ 8,010	\$ 297	119
ev Inter American Univ. of P.R.	C	C	C, 23	D, 83	+D, 45	\$ 10,308	\$ 9,807	\$ 563	206
e University of Puerto Rico 154	D	G	D, 264	C, 438	+C, 352	9,479	9,017	NR	1,620
Rhode Island									
cv Brown University	A	A	A, 184	A, 123	-A, 109	AA, 15	17,776	14,761	436
vz Bryant Coll. of Bus. Adm.	C	B	C, 8	+A, 19	AA, 21	AA, 21	13,061	11,933	69
v Providence College	C	C	C, 16	B, 25	B, 46	B, 40	10,990	9,955	127
ev Rhode Island College	C	B	C, 44	-B, 51	A, 111	+AA, 36	12,932	11,356	243
evc University of Rhode Island	B	A	B, 131	A, 172	A, 197	AA, 84	14,207	13,274	584
South Carolina									
v Allen University	(F)	F	-	-	-	NR	NR	-	76
v Benedict College	F	+E	D, 10	E, 26	F, 22	+C, 17	8,614	8,204	148
e The Citadel	C	B	C, 35	C, 34	B, 77	+A, 2	12,224	11,633	847
Clayton University	-	-	-	-	-	NR	NR	-	76
ec Clemson University	C	C	C, 82	B, 155	A, 131	A, 54	13,083	12,028	434
v Coker College	+C	+C	+C, 12	D, 8	C, 9	+A, 3	11,704	10,464	32
College of Charleston	D	C	D, 6	C, 8	C, 17	D, 2	10,226	NR	33
v Columbia College	D	C	D, 12	C, 13	B, 13	A, 11	11,603	10,572	51
ev Converse College 55	+C	C	+C, 12	B, 19	B, 23	B, 10	11,956	10,732	64
v Erskine College	D	D	D, 15	D, 10	C, 19	C, 3	10,559	9,892	47
ev Furman University	C	B	C, 31	B, 27	B, 41	B, 20	12,281	11,314	120
ev Newberry College	C	C	C, 20	C, 19	C, 29	-A, 4	11,215	10,482	858
v Presbyterian College	C	C	C, 8	C, 8	C, 11	+A, 10	11,233	10,481	62
							10,303	9,750	674

<u>Name of Institution</u>	<u>Index Grades of Compensation</u>		<u>Grade of Average Compensation and Number of Faculty by Rank, 1969-70</u>		<u>Average Compensation, Full-time Faculty (Status of Report)</u>		<u>Average Salary, Full-time Faculty 1968-69</u>		<u>No. of Full-time Faculty Members 1969-70</u>
	<u>Avg. Scale</u>	<u>Min. Scale</u>	<u>Prof.</u>	<u>Assoc.</u>	<u>Ass't.</u>	<u>Instr.</u>	<u>1969-70</u>	<u>1968-69</u>	
ec South Carolina State College	+C	+C	+C, 24	+C, 30	C, 38	+A, 29	\$11,180	\$10,806	121
c University of South Carolina	C	B	C, 128	+A, 115	A, 178	+A, 79	13,528	13,158	500
v Voorhees College	D	E	D, 10	D, 8	D, 13	C, 11	9,490	NR	42
ez Winthrop College	C	+C	C, 32	+B, 24	+E, 69	+B, 27	11,374	10,708	152
ev Wofford College	C	B	C, 10	B, 16	B, 24	C, 2	12,462	11,680	52
South Dakota									
ev Augustana College	C	B	C, 18	C, 32	-C, 57	B, 22	10,963	10,489	129
ev Black Hills State College	D	C	D, 18	D, 23	+C, 36	+C, 22	9,768	9,169	99
v Dakota State College	D	D	D, 6	D, 10	C, 18	B, 28	9,583	8,969	62
v Dakota Wesleyan University	D	+C	D, 6	+C, 7	C, 14	A, 10	10,004	9,504	453
ev Huron College	E	D	E, 5	D, 6	D, 15	C, 13	8,953	8,257	552
v Northern State College	D	C	D, 20	D, 24	C, 90	+B, 11	10,141	9,429	37
v Sioux Falls College	+D	+C	+D, 6	D, 11	+C, 16	C, 16	9,285	8,674	39
ev S. Dak. Sch. of Mines & Tech.	C	C	C, 32	C, 29	B, 44	C, 4	12,123	11,559	145
ev South Dakota State University	D	+C	D, 105	C, 100	B, 114	+A, 58	11,536	10,704	462
ec Southern State College	D	-D	D, 8	+C, 3	+C, 23	+B, 35	9,473	8,355	49
ev University of South Dakota	C	C	C, 69	-C, 22	B, 95	B, 24	11,903	11,333	558
cev Univ. of S. Dak.: Sch. of Med.	D	A	C, 7	B, 6	A, 10	D, 1	13,400	NR	109
v Yankton College	-	-	-	-	-	-	NR	12,923	377
Tennessee									
v Austin Peay State University	C	C	C, 33	C, 36	B, 28	B, 26	11,831	11,043	74
v Belmont College	+D	+D	+D, 17	+D, 18	+C, 14	+B, 6	10,137	8,449	559
ev Bethel College	-E	D	D, 12	-E, 12	-E, 9	D, 9	9,741	9,025	569
ev Carson-Newman College	D	+C	D, 15	C, 34	1,42	-	10,437	9,871	37
e Christian Brother College	D	+C	D, 4	+C, 4	+B, 14	C, 34	9,070	8,760	91

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				Prof.	Assoc.	Ass't.	Instr.	1969-70	1968-69	\$10,612	\$10,079	\$ 518			
ev Baylor University	D	D	D	D, 111	+C, 67	C, 86	C, 27	\$11,529	\$10,966	NR	9,377	9,142	-	291	
v Bishop College	-	-	+C	+C, 17	C, 29	B, 39	A, 51	11,215	9,680	11,312	11,495	10,938	561	136	
v Del Mar College	+B	B	C	C, 75	+A, 56	A, 77	AA, 142	12,559	9,432	9,062	6,937	6,937	NR	350	
ev East Texas State University	F	E	E	E, 4	F, 1	-	-	9,432	9,830	9,298	8,718	8,307	607	5	
cv Episcopal Theological Seminary ¹⁶⁴	P	D	D	D, 23	D, 18	C, 24	C, 21	8,708	8,378	7,945	7,634	457	87	87	
cv Hardin-Simmons University	D	D	-F	E, 11	D, 19	-E, 25	D, 15	12,447	11,159	11,376	10,785	10,785	70	70	
ev Howard Payne College	E	E	C	C, 79	B, 73	B, 107	B, 96	9,936	9,541	8,993	8,911	8,911	515	355	
v Lamar State Coll. of Tech.	C	+B	-E	-E, 12	D, 20	C, 27	+C, 6	8,431	7,953	7,740	7,521	7,521	639	66	
ev McMurray College	E	E	E	E, 12	E, 11	E, 13	+C, 9	11,449	10,430	10,448	10,056	10,056	NR	45	
cv Mary Hardin Baylor College	E	E	C	C, 23	C, 22	B, 36	+A, 39	13,587	12,258	12,465	11,884	11,884	609	120	
ev Midwestern University	C	B	C	C, 160	+A, 122	A, 183	*AA, 106	9,229	8,983	8,536	8,129	8,129	NA	576	
ev North Texas State University	C	B	D	D, 6	-D, 6	-D, 17	B, 16	NR	NR	NR	NR	NR	-	45	
v Our Lady of the Lake College ^x	D	D	-	-	-	-	-	10,947	9,996	10,085	9,627	9,627	-	-	
ev Pan American College	-	-	C	D, 10	C, 10	+A, 20	AA, 62	11,507	10,171	10,503	9,797	9,797	542	114	
ev Prairie View A & M College	+C	+C	+C	+C, 19	C, 56	+B, 73	+A, 34	16,614	16,123	15,217	14,744	14,744	604	212	
ev Permian Junior College System ¹⁶⁵	D	C	B	B, 105	A, 76	AA, 101	AA, 15	NR	9,342	-	8,750	8,750	1,630	307	
v Rice University	(D)	C	-	-	-	-	-	NR	10,585	-	9,825	9,825	-	-	
v St. Edward's University ^x	(B)	C	C	C, 73	+B, 72	+A, 103	+A, 75	12,604	10,770	11,543	10,396	10,396	518	323	
v St. Mary's University ^x	(B)	C	C	-	-	-	-	NR	8,767	-	8,215	8,215	-	-	
v Sam Houston State University	C	C	(D)	D	D	D	D	NR	13,225	12,515	12,070	11,403	11,403	NR	441
v San Antonio College	(D)	B	B	B	B	B	B	AA, 148	B, 94	11,756	11,073	10,382	394	305	
ev Southern Methodist University	B	B	C	C, 67	-C, 55	+A, 88	A, 95	11,816	10,972	10,300	9,554	804	804	58	
ev Southwest Texas State College	C	C	C	+C, 16	C, 12	B, 2L	+B, 6	11,816	10,972	10,835	10,374	10,374	NR	345	
ev Southwestern University	+C	C	B	+C, 65	B, 47	+A, 132	A, 101	11,857	10,748	10,748	10,748	10,748	438	88	
ev Stephen F. Austin State Univ.	+C	B	-D	+C, 23	C, 7	-C, 29	A, 29	10,950	10,250	9,977	9,875	9,875	438	88	
v Sul Ross State University	+C	+B	+C, 24	C, 19	+B, 42	B, 28	11,346	9,828	10,354	9,461	9,461	468	113		
ev Tarleton State College	E	+D	E, 8	+D, 14	+D, 28	+C, 6	9,051	7,974	8,682	7,624	7,624	396	56		
Texarkana College	C	B	C	C, 53	B, 45	+A, 74	12,344	11,076	11,293	10,704	10,704	459	240		
ev Texas A & I University															

Name of Institution	Index Grades of Compensation		Grade of Average Compensation and Number of Faculty by Rank, 1969-70		Average Compensation, Full-time Faculty (Status of Report)		Full-time Faculty, per Student-Equivalent	No. of Full-time Faculty Members 1969-70
	Avg. Scale	Min. Scale	Prof.	Assoc.	Ass't.	Instr.		
ecv Texas A & M University ¹⁶⁶	+B	+C	+B, 238	+A, 235	A, 249	\$14,679	\$13,446	\$12,724
cv Texas Christian University ¹⁶⁷	C	C	C, 75	B, 75	B, 68	12,429	10,854	10,188
ev Texas Lutheran College	D	C	D, 6	D, 11	C, 17	B, 9	9,394	9,056
ev Texas Southern University	+C	+B	+C, 25	B, 25	B, 57	+A, 73	11,194	10,229
ev Texas Technological University	C	+B	C, 203	+A, 195	A, 217	B, 107	13,724	12,399
e Texas Wesleyan College	D	+B	D, 9	+C, 12	C, 30	+A, 20	10,406	9,325
ev Texas Woman's University	C	+B	C, 50	+A, 49	+A, 93	A, 80	13,132	9,919
ecv Trinity University	C	C	C, 33	B, 48	A, 69	AA, 10	13,403	11,504
ev University of Houston	+B	B	+B, 195	A, 226	A, 202	A, 109	14,557	13,318
v University of St. Thomas ^x	D	C	D, 2	C, 7	C, 14	C, 6	NR	NR
ev University of Texas ¹⁶⁸	B	B	B, 484	A, 317	A, 453	AA, 106	16,171	14,434
Univ. of Texas: Precin. Med. Sch.	-	-	-	-	-	NR	NR	NR
ev University of Texas (Arlington)	C	+B	C, 64	B, 104	B, 172	+A, 49	12,542	11,199
v University of Texas (El Paso)	+C	+C	+C, 77	+B, 79	+B, 100	+A, 57	12,664	10,424
v Maryland Baptist College	-E	D	-E, 7	D, 4	-E, 18	C, 9	8,796	8,401
ev West Texas State University ¹⁶⁸	C	+B	C, 40	+B, 58	+A, 82	+A, 64	11,981	10,710
c Wharton County Junior College ¹⁶⁹	-	-	-	C, 11	B, 25	B, 42	9,334	8,704
Utah								
Brigham Young College	-	-	-	-	-	NR	NR	NR
College of Southern Utah	-	-	-	-	-	NR	NR	NR
ev University of Utah ¹⁷⁰	+B	+B	+B, 229	B, 170	A, 152	AA, 20	14,921	15,692
ev Utah State University ¹⁷⁰	C	C	C, 133	B, 143	A, 156	A, 57	13,056	12,348
ev Weber State College	C	B	C, 27	C, 67	B, 120	A, 76	11,086	10,470
v Westminster College	D	+B	D, 3	+C, 6	+C, 18	+B, 5	10,069	8,912

Name of Institution	Index Grades of Compensation 1969-70	Avg. Min. Scale Scale	(1)	(2)	(3)	(4)	(5)	(6)	Full-time Faculty		Full-time Faculty				
									Prof.	Assoc.	Ass't.	Instr.	Compensation, Full-time Faculty (Status of Report) 1969-70	Average Salary, Full-time Faculty 1968-69	Comp. per Student-Equivalent
Vermont															
v Castleton State College	C	B	C,6	B,16	B,25	B,21	\$10,764	\$10,166	\$9,135	\$ 8,589	\$ 697	68			
v Johnson State College	C	B	C,4	C,9	B,21	A,8	NR	NR	9,454	-	714	42			
v Lyndon State College	C	B	C,3	B,12	B,22	AA,7	11,649	11,091	9,747	9,036	812	44			
ev Middlebury College	+B	B	+B,27	B,28	A,30	+AA,24	15,347	12,100	12,084	10,932	930	112			
ev Norwich University	D	C	D,18	C,28	B,28	B,12	11,499	10,931	10,713	10,139	857	86			
vz St. Michael's College	C	C	C,15	-C,17	B,29	A,22	11,516	10,977	10,685	9,961	NA	86			
ev University of Vermont	B	B	B,84	A,88	A,128	+A,80	13,113	12,107	11,966	11,059	830	381			
ev Univ. of Vermont: Precln. Med. Sch.	B	A	B,14	AA,14	AA,24	A,5	15,900	15,474	14,195	14,222	NR	57			
v Windham College	C	B	C,6	B,29	A,24	AA,3	12,661	NR	11,051	-	969	62			
Virginia															
ev Blue Ridge Community College	-	-	B,3	A,10	AA,28	10,414	NR	9,212	-	9,154	41				
vz Clinch Valley College	+C	C	+B,7	+B,14	+A,10	11,355	9,965	10,479	9,154	612	39				
College of William & Mary	C	C	C,71	B,83	B,34	12,196	11,475	11,689	11,068	862	304				
ev Emory & Henry College	+C	C	+C,16	C,7	C,19	A,6	11,470	10,700	9,822	9,163	676	48			
v Ferrum Junior College	-	-	-	-	-	-	NR	-	-	-	-				
ev George Mason College	C	C	C,8	+B,15	B,52	+A,20	11,381	10,343	10,280	9,433	586	95			
v Hampden-Sydney College	C	C	C,16	B,5	B,22	+A,4	12,120	11,563	10,902	10,359	883	47			
v Hampton Institute	C	B	C,28	B,26	B,49	A,67	10,969	10,553	10,050	9,682	874	182			
-C	B	B	-C,15	B,23	A,26	A,11	13,222	12,503	11,964	11,301	965	75			
+C	C	C	+C,22	C,42	C,56	B,19	11,051	10,061	10,165	9,692	812	139			
D	C	C	D,25	C,25	C,48	B,19	10,944	10,390	9,823	9,276	784	117			
C	C	V	V,48	C,36	+B,112	+A,12	11,572	10,407	11,168	10,006	678	209			
C	B	C	C,15	B,12	A,14	+A,14	12,699	12,270	11,411	11,044	1,032	57			
+C	C	C	+C,41	C,34	B,47	A,29	11,334	10,604	10,227	10,200	810	154			
C	B	C	C,2	C,3	C,14	B,28	9,419	NR	8,879	-	632	47			

Name of Institution	Index Grades of Compensation 1969-70		Grade of Average Compensation and Number of Faculty by Rank, 1969-70		Average Compensation, Full-time Faculty (Status of Report) 1969-70 1968-69		Average Salary, Full-time Faculty 1969-70 1968-69		Full-time Faculty Comp. per Student-Equivalent		No. of Full-time Faculty Members 1969-70	
	Prof.	Assoc.	Ass't.	Instr.								
c Medical College of Virginia ^j	B	B	B, 24	+A, 39	A, 14	\$12,175	\$12,378	\$11,884	\$ 766	98		
Old Dominion University ^j	C	C	C, 79	C, 85	-C, 70	11,298	10,717	10,907	10,322	373		
Randolf College	D	C	D, 40	C, 37	C, 91	+B, 55	10,73	9,746	10,101	9,380	223	
v Randolph-Macon Woman's College	D	-D	D, 25	+C, 7	C, 16	+B, 11	11,078	10,308	10,232	9,507	59	
ev Randolph-Macon Woman's College	C	B	C, 25	B, 13	-B, 24	-A, 15	13,085	12,873	11,263	11,025	78	
ev Roanoke College	C	+B	C, 14	C, 15	B, 32	A, 8	11,473	10,623	10,550	9,830	749	
ev Sweet Briar College	C	B	C, 24	B, 14	B, 12	A, 19	12,332	11,599	10,815	10,100	1,183	
ev University of Richmond	C	B	C, 39	B, 48	A, 36	A, 48	12,235	11,892	10,959	10,555	735	
ev University of Virginia	A	A	A, 179	A, 167	+AA, 224	A, 11	16,805	15,622	14,926	13,896	1,128	
ev Univ. of Va.: Preclin. Med. Sch. ^j	+A	+AA	A, 14	AA, 13	AA, 21	+AA, 3	17,100	16,764	15,227	14,562	2,669	
ec Virginia Commonwealth University ^j	C	C	C, 66	B, 104	B, 233	B, 156	11,311	9,768	10,940	9,402	611	
c Virginia Military Institute	C	B	C, 33	+B, 13	B, 33	A, 20	12,332	11,581	11,648	10,919	1,112	
v Virginia Polytechnic Institute	C	-C	C, 230	B, 209	A, 300	-B, 104	13,614	12,648	13,166	12,188	1,047	
ec Virginia State Coll. (Petersburg)	+C	C	+C, 37	C, 59	C, 67	B, 33	10,986	10,322	10,581	9,922	877	
z Virginia State Coll. (Norfolk)	C	-C	C, 49	C, 54	B, 68	-B, 59	11,440	10,705	11,033	10,300	702	
Virginia Union University	-	-	-	-	-	-	NR	NR	-	-	-	
Virginia Western Comm. Coll.	D	B	D, 4	C, 10	C, 32	B, 57	9,268	NR	8,842	-	542	
ev Washington & Lee University	B	-B	B, 55	A, 22	-A, 29	AA, 25	15,493	14,791	13,717	12,789	1,162	
Washington											133	
cv Central Washington State College	C	B	C, 46	B, 118	A, 149	A, 6	12,765	12,222	11,618	10,954	676	
v Eastern Washington State College	C	B	+B, 50	-B, 60	A, 164	-A, 22	12,850	12,437	11,645	11,213	602	
cv Gonzaga University ^x	+C	C	+C, 11	+B, 21	B, 36	+A, 18	11,394	10,263	10,323	9,434	298	
ev Pacific Lutheran University	C	B	C, 19	B, 32	B, 47	B, 28	11,329	10,909	10,090	9,679	86	
ev Seattle Pacific College	-E	D	-E, 27	D, 19	-D, 25	-D, 16	9,600	9,194	8,753	8,368	126	
ev Seattle University ^y	C	B	C, 30	B, 45	B, 54	B, 12	12,298	11,755	11,163	10,623	87	
cv Shoreline Community College	C	+B	C, 11	B, 19	+A, 87	+AA, 6	12,222	10,950	11,259	10,071	141	
											123	

Name of Institution	Index Grades of Compensation		Grade of Average Compensation and Number of Faculty by Rank		Average Compensation, Full-time Faculty (Status of Report)		Average Salary, Full-time Faculty		No. of Full-time Faculty Members 1969-70
	Avg. Scale	Min. Scale	Prof.	Assoc.	Ass't.	Instr.	1969-70	1968-69	
v University of Puget Sound	C	C	C, 34	B, 30	B, 48	A, 8	\$12,212	\$11,337	\$10,321
ecv University of Washington ¹⁷⁵	B	B	B, 549	A, 425	A, 439	A, 19	15,870	14,931	14,302
Univ. of Wash.: Preclin. Med. Sch.	-	-	-	-	-	-	NR	NR	13,429
ecv Washington State University	B	B	B, 273	B, 256	A, 303	A, 13	14,624	13,665	-
ev Western Washington State College	C	B	C, 89	B, 135	+A, 138	A, 20	13,100	12,445	12,017
ev Whitman College	C	B	C, 23	-C, 16	B, 22	A, 16	12,315	11,863	11,388
v Whitworth College	D	C	D, 19	-D, 15	C, 28	B, 7	10,885	10,190	10,019
West Virginia									9,417
ecv Alderson-Broadus College ¹⁷⁶	D	C	D, 3	D, 10	D, 21	C, 17	8,760	8,183	7,774
ev Bethany College	C	+B	C, 10	B, 12	B, 22	A, 25	11,157	10,103	9,411
ev Bluefield State College	D	+C	D, 6	+C, 14	C, 38	-B, 13	10,183	9,230	8,506
ev Concord College	C	B	C, 15	C, 19	B, 37	-B, 29	10,747	10,537	8,612
ev Davis & Elkins College	+C	C	+C, 12	C, 16	+B, 22	B, 9	11,400	10,275	10,080
ev Fairmont State College ¹⁷⁷	C	-D	C, 16	-C, 32	-C, 62	B, 40	10,314	9,773	9,996
cv Glensville State College ¹⁷⁸	C	C	C, 4	C, 20	B, 18	B, 42	9,824	9,579	9,506
v Marshall University	C	C	C, 71	B, 71	B, 107	-A, 92	11,594	10,779	9,244
e Morris Harvey College	D	D	D, 20	D, 14	D, 33	B, 16	9,844	9,436	10,730
ev Salem College	+D, 14	D	D, 21	D, 31	C, 22	9,242	8,621	9,381	10,059
ev Shepherd College	C	C	C, 9	C, 11	C, 38	+B, 24	10,006	9,685	9,771
v West Liberty State College	C	C	C, 16	C, 37	C, 52	B, 59	9,918	9,705	9,019
ev West Virginia Inst. of Tech.	C	B	C, 14	B, 27	-C, 55	+B, 45	10,434	10,023	9,823
v West Virginia State College	B	C	C, 27	B, 34	B, 58	A, 30	11,784	11,451	9,455
cv West Virginia University	C	-E	C, 168	A, 159	A, 249	B, 112	13,358	12,413	11,014
v West Virginia Wesleyan College	D	D	D, 22	C, 27	C, 36	B, 10	11,031	10,327	10,711
v Wheeling College ^x	D	C	D, 2	-C, 7	B, 24	A, 7	10,419	9,951	11,622
									9,172
									9,159

(1)	(2)	(3)	(4)	(5)	(6)
Index Grades of Compensation 1969-70	Grade of Average Compensation and Number of Faculty by Rank, 1969-70	Average Compensation, Full-time Faculty (Status of Report) 1968-69	Average Salary Full-time Faculty 1969-70	Average Salary Full-time Faculty 1968-69	No. of Full-time Faculty Members 1969-70
Avg. Scale	Min. Scale	Prof. Assoc.	Ass't. Instr.		
<u>Wisconsin</u>					
v Beloit College	B,33	B,57	AA,10	\$11,987	126
ev Carroll College	-C,21	B,10	A,9	10,948	80
v Carthage College	C,C	C,22	B,20	11,235	86
ev Lawrence University	B,A	B,31	+AA,15	11,431	739
v Marquette University	B,B	B,69	AA,16	9,864	1,320
ev Milwaukee Sch. of Engng.	D,D	D,8	A,126	13,438	122
v Northland College	D,D	C,11	D,16	12,716	NA
ev Ripon College	B,B	-B	B,16	13,809	324
v St. Norbert College	C,C	+B	C,20	12,848	NA
v Stout State University	C,C	+B	A,41	9,614	96
ev University of Wisconsin	B,B	B,71	B,71	MR	505
v Univ. of Wis.: Precln. Med. Sch.	B,B	B,771	A,472	8,858	45
ev Wisconsin State Univ. (Eau Claire)	B,A	B,16	C,16	9,898	667
v Wisconsin State Univ. (La Crosse)	C,C	-B	B,15	9,116	75
v Wisconsin State Univ. (Oshkosh)	C,C	+B	A,41	8,346	75
v Wisconsin State Univ. (Platteville)	C,C	-C	A,21	13,275	996
ev Wisconsin State Univ. (River Falls)	B,B	B,73	+AA,9	12,657	77
v Wisconsin State Univ. (Stevens Point)	C,C	+B	B,20	11,287	NA
v Wisconsin State Univ. (Superior)	C,C	-C	A,70	10,863	290
v Wisconsin State Univ. (Whitewater)	C,C	+B	-A,85	10,159	2,556
ev University of Wyoming	C,C	B,16	B,70	11,757	763
ev University of Wyoming	C,C	-A,5	A,472	10,717	695
ev University of Wyoming	C,C	+AA,11	A,880	10,382	1,449
ev University of Wyoming	C,C	B,16	+AA,11	14,894	15,075
ev University of Wyoming	C,C	C,54	A,99	14,113	33
ev University of Wyoming	C,C	C,54	AA,129	16,447	33
ev University of Wyoming	C,C	C,54	A,90	12,110	594
ev University of Wyoming	C,C	C,67	A,90	11,437	355
ev University of Wyoming	C,C	C,57	A,90	12,138	522
ev University of Wyoming	C,C	C,67	A,157	11,706	286
ev University of Wyoming	C,C	C,51	AA,141	11,587	464
ev University of Wyoming	C,C	C,48	A,96	12,495	456
ev University of Wyoming	C,C	C,48	AA,77	11,985	275
ev University of Wyoming	C,C	C,49	A,61	12,441	656
ev University of Wyoming	C,C	C,54	A,108	12,205	211
ev University of Wyoming	C,C	C,28	A,65	11,401	652
ev University of Wyoming	C,C	C,86	B,93	10,984	354
ev University of Wyoming	C,C	C,140	A,130	10,362	354
ev University of Wyoming	C,C	C,115	AA,145	10,589	188
ev University of Wyoming	C,C	A,141	AA,102	11,111	454
ev University of Wyoming	C,C	C,79	13,089	10,209	474
Outside USA	-D	C,51	-D,25	11,439	498
v American University	-	C,63	AA,20	NR	863
v Canal Zone	-	-	14,427	9,640	228
v University of Guam	G,G	E,19	G,C	13,484	641
v University of Guam	G,G	E,48	7,431	9,251	102

APPENDIX II
DATA: INSTITUTIONS NOT HAVING PROFESSORIAL RANKS

<u>Name of Institution</u>	<u>Average Compensation, Full-time Faculty (Status of Report)</u> <u>1968-69</u>	<u>Average Salary, Full-time Faculty 1969-70</u>	<u>Average Salary, Full-time Faculty 1969-70</u>	<u>No. of Full-time Faculty Members 1969-70</u>
				<u>Comp. per Student-Equivalent</u>
Arizona				
v Arizona Western College	\$10,852	NR	\$9,877	\$463
v Maricopa County Junior Coll. Dist. 1	12,758	\$11,348	11,629	391
California				
v Antelope Valley Joint Jr. Coll. Dist.	12,769	NR	12,308	66
v Carritos Junior College	13,944	12,689	13,222	181
v Citrus Junior College	NR	12,492	-	-
v City College of San Francisco	15,234	NR	13,509	394
Coalinga College	NR	NR	-	-
v College of the Desert	13,175	12,391	12,605	483
v College of Marin	NR	12,110	-	74
v College of Sequoias	NR	NR	-	-
v Contra Costa College	14,057	11,886	13,260	144
v Cuesta College	13,067	NR	12,499	49
v Diablo Valley College	14,161	12,853	13,475	258
v El Camino College District	14,810	13,677	14,011	304
Foothill College	NR	13,410	-	-
v Fresno City College	NR	NR	12,371	-
v Golden West College	13,184	11,796	12,635	609
v Grossmont Junior College	14,077	13,658	13,278	148
Hartnell Joint Junior College	NR	NR	-	-
v Long Beach City College	13,285	12,824	12,675	265
v Los Angeles City Jr. Coll. Dist. 2	14,230	NR	13,454	1,159
v Los Rios Junior College District 3	14,116	13,009	13,360	505
v Mira Costa College	13,659	NR	13,100	42
Modesto Junior College	NR	NR	-	-
Monterey Peninsula College	14,935	14,237	14,317	88

Name of Institution	Average Compensation, Full-time Faculty (Status of Report)		Average Salary, Full-time Faculty 1968-69		No. of Full-time Faculty Members 1969-70
	1969-70	1968-69	1969-70	1968-69	
Napa Junior College	NR	NR	\$13,309	\$12,405	-
v Palomar Junior College	\$14,175	\$12,942	-	-	96
v Peralta College	NR	NR	12,380	-	-
v Reedley College	13,080	NR	13,173	-	60
v Reedley College	13,763	NR	-	-	67
Riverside City College	NR	NR	-	-	-
v San Bernardino Junior Coll. Dist. ⁴	13,512	12,741	12,949	12,223	191
v San Diego City College	13,561	12,949	13,008	12,457	134
San Diego Mesa College	NR	NR	-	-	-
v San Joaquin Delta College	13,517	NR	12,945	-	192
San Jose City College ⁵	NR	NR	-	-	-
v San Mateo Junior College ⁵	13,589	NR	12,820	-	397
v Santa Ana College	NR	11,709	-	-	-
v Santa Barbara City College	13,298	12,313	12,721	11,205	113
Santa Monica City College	NR	NR	-	-	-
v Shasta College	12,622	11,794	12,079	11,259	NR
v Sierra College	10,778	NR	10,01	-	99
v Ventura College	13,663	12,929	13,043	12,392	NR
v West Valley College	13,947	12,786	13,142	12,284	137
v Yosemite Junior College	13,928	13,293	13,078	12,467	135
Yuba College	NR	-	-	-	203
Colorado					-
v Mesa College ⁶	10,387	9,484	9,174	8,832	517
v Northeastern Junior College	9,762	NR	9,115	-	502
Trinidad State Junior College	8,791	8,430	8,371	7,953	512
Florida					-
Brevard Junior College	NR	9,693	9,664	-	537
c Broward Junior College	10,975	10,437	10,336	470	219
c Central Florida Junior College	8,910	8,355	8,335	868	56
c Chipola Junior College	8,620	8,317	8,317	466	68

Name of Institution	Average Compensation, Full-time Faculty (Status of Report)		Average Salary, Full-time Faculty 1969-70		Full-time Faculty Comp. per: Student-Equivalent 1968-69		No. of Full-time Faculty Members 1969-70
	1969-70	1968-69	1969-70	1968-69	1969-70	1968-69	
Daytona Beach Junior College	NR	\$ 8,561	-	\$ 8,561	\$ 8,212	\$ 8,212	-
Gulf Coast Junior College	\$ 9,151	8,212	\$ 9,151	8,212	10,232	8,759	58
c Manatee Junior College	10,232	8,759	10,232	8,759	NR	NR	65
c Okaloos Walton Junior College	8,545	8,853	8,538	8,313	-	439	69
c Palm Beach Junior College	NR	11,151	11,138	11,138	-	-	-
St. Johns River Junior College	NR	NR	-	-	-	-	-
c St. Petersburg Junior College	11,451	11,088	11,426	11,088	-	422	318
Hawaii							
v Maui. Olu College	7,638	NR	6,752	-	NR	NR	14
Idaho							
North Idaho Junior College	NR	NR	-	-	-	-	-
Illinois							
v Belleville Area College	12,789	11,751	11,151	10,434	10,356	9,626	65
v Blackburn College	11,416	10,670	10,670	NR	7,691	-	35
c Central YMCA Community Collge	8,124	NR	12,083	13,063	11,965	NR	75
c College of DuPage	13,555	NR	13,536	12,032	11,525	NR	148
v Elgin Community College	11,536	11,740	11,130	11,525	10,866	NR	62
v Illinois Valley Comm. Coll.	11,740	11,986	11,986	12,634	11,585	561	95
v Joliet Junior College	14,551	NR	11,890	10,341	10,341	NR	93
v Kaskaskia College	NR	11,813	-	-	11,763	-	441
Morton College	11,452	10,663	10,530	9,732	10,530	855	-
v National College of Education	13,272	14,041	11,736	12,754	11,736	746	43
v Prairie State College	11,365	10,771	10,009	9,535	10,009	886	96
v Shimer College	12,597	11,807	11,248	10,725	11,248	708	23
Iowa							
Marshalltown Community College	NR	10,274	-	-	-	-	9,477

<u>Name of Institution</u>	<u>Average Compensation, Full-time Faculty (Status of Report)</u>		<u>Average Salary, Full-time Faculty</u>	<u>Full-time Faculty</u>	<u>Comp. per Student-Equivalent</u>	<u>No. of Full-time Faculty Members 1969-70</u>
	<u>1969-70</u>	<u>1968-69</u>	<u>1969-70</u>	<u>1968-69</u>	<u>1969-70</u>	<u>1968-69</u>
Kansas						
Butler County Community College	\$ 7,773	\$ 9,169	\$ 7,353	\$ 8,800	-	-
Donnelly College ^x	NR	7,156	NR	6,767	NA	12
Hutchinson Comm. Junior Coll.	NR	NR	-	-	-	-
Kansas City, Kans. Comm. Jr. Coll.	9,978	9,224	9,604	8,850	\$ 390	47
Kentucky						
v Alice Lloyd College	7,901	7,544	7,147	7,186	898	21
Asbury College	NR	NR	-	-	-	-
Maryland						
c Montgomery College ^g	13,244	11,809	12,653	11,320	609	261
Prince George's Community College ^g	12,986	10,918	12,326	10,250	524	170
v St. John's College	12,648	12,076	11,55	11,019	1,599	44
Massachusetts						
Dean Junior College	10,140	8,909	9,338	9,160	628	59
Lassell Junior College	NR	NR	-	-	-	-
Michigan						
Cranbrook Academy of Art	NR	NR	-	-	-	-
Flint Community Junior College	13,230	11,828	12,453	11,134	623	201
Grand Rapids Junior College	12,547	11,727	11,752	11,053	422	153
c Henry Ford Community College	13,579	12,131	12,774	11,312	423	169
Highland Park College	NR	11,319	NR	10,845	-	-
Jackson Community College	NR	NR	-	-	-	-
c Muskegon Community College	12,304	11,609	11,751	11,073	561	114
v St. Clair County Comm. Coll.	13,101	11,246	11,401	10,584	430	80

<u>Name of Institution</u>	<u>Average Compensation, Full-time Faculty (Status of Report)</u>		<u>Average Salary Full-time Faculty 1969-70</u>	<u>Full-time Faculty Comp. per Student- Equivalent 1968-69</u>	<u>No. of Full-time Faculty Members 1969-70</u>
	<u>1969-70</u>	<u>1968-69</u>			
Minnesota					
Metro, State Junior College	\$10,832	NR	\$10,457	\$ 489	40
Rochester State Junior College	12,335	NR	-	NR	86
Missouri					
v Christian College	9,400	\$ 8,579	8,638	\$ 7,951	30
Jefferson College	8,823	NR	8,672	-	448
Metro Junior College District ¹⁰	11,207	10,546	11,207	10,546	NR
v Stephens College	10,910	10,544	9,670	9,323	NR
New Hampshire					
v Colby Junior College	10,819	9,968	9,593	8,760	NR
New York					
v Finch College	10,843	10,752	9,833	9,688	969
Mills College of Education	NR	NR	-	-	-
v Sarah Lawrence College	15,175	14,244	13,342	12,532	1,679
North Carolina					
v Chowan College	9,251	8,790	8,043	7,673	69
v Lees-McRae College	7,948	7,220	7,222	6,829	34
cv Southeastern Community College	NR	7,598	-	6,891	-
Wingate College	NR	NR	-	-	-
Ohio					
Ohio College of Applied Science	NR	NR	-	-	-

<u>Name of Institution</u>	<u>Average Compensation, Full-time Faculty (Status of Report)</u>		<u>Full-time Faculty Comp. per Student-Equivalent</u>	<u>No. of Full-time Faculty Members 1969-70</u>
	<u>1968-69</u>	<u>1969-70</u>		
Oklahoma				
Northeastern Oklahoma A&M Coll.	\$10,374	NR	\$ 9,869	81
Northern Oklahoma College	NR	NR	-	-
Oklahoma College of Liberal Arts	9,819	NR	9,278	55
c Portland Community College	10,718	\$10,253	10,236	166
Pennsylvania				
Hershey Junior College	NR	NR	-	-
v Keystone Junior College	10,295	9,660	9,238	39
Rhode Island				
v Roger Williams College	9,915	NR	8,913	48
Texas				
c Alvin Junior College	9,524	NR	9,440	38
Howard County Junior College	9,103	NR	8,653	35
Laredo Junior College	NR	8,840	-	-
Lee College	10,279	9,362	9,805	88
San Jacinto College ¹¹	NR	NR	-	-
8,161	7,608	7,551	7,183	94
8,955	8,431	8,523	8,100	51
NR	8,865	-	8,493	-
Vermont				
v Bennington College	12,522	11,975	11,295	61
v Goodard College	10,865	10,159	10,027	62
			NR	726

<u>Name of Institution</u>	<u>Average Compensation, Full-time Faculty (Status of Report)</u>		<u>Average Salary, Full-time Faculty 1968-69</u>		<u>No. of Full-time Faculty Members 1969-70</u>
	<u>1969-70</u>	<u>1968-69</u>	<u>1969-70</u>	<u>1968-69</u>	
<i>Washington</i>					
Centralia College	\$11,710	\$10,401	\$11,261	\$ 9,964	61
Clark College	11,409	10,345	10,920	9,839	99
Columbia Basin College	NR	10,299	-	9,915	-
Everett Community College	12,464	11,851	11,970	11,368	107
Grays Harbor College	11,896	10,754	11,402	10,292	445
Green River Community College	12,344	NR	11,830	-	546
Highline Community College	11,888	10,616	11,393	10,122	427
Lower Columbia College	11,404	10,487	10,922	9,993	101
Olympic College	12,145	11,468	11,653	10,899	512
Skagit Valley College	12,293	10,394	11,799	9,900	470
c Wenatchee Valley College	11,537	10,445	11,032	10,071	95
v Yakima Valley College	12,020	11,183	11,550	10,713	59
<i>Wisconsin</i>					
v Alverno College	8,611	8,048	8,166	7,579	58
v Milwaukee Technical College ¹²	NR	11,290	-	10,471	22
<i>Wyoming</i>					
v Casper Community College	10,417	9,376	9,767	8,862	51
v Northwest Community College	10,159	9,060	9,296	8,226	39

FOOTNOTES

APPENDIX I

Alabama

- 1 Tuskegee Institute - Entire institution except Tuskegee-Liberia Project.
- 2 University of Alabama - Data include Tuscaloosa Campus only.
- 3 University of Alabama (Huntsville) - Data for 1968-69 has been revised in 1970 to correct the fringe benefits which were inadvertently underestimated.
- 4 University of Montevallo - formerly known as Alabama College.

Alaska

- 5 University of Alaska - The cost of living in Fairbanks, Alaska is noticeably higher than in any other university cities, and figures in the report are not adjusted for this fact. Although cost of living surveys do not clearly reflect variations among individuals and climate, they may be useful for comparisons. A Bureau of Labor Statistics study (SS BLS 7-13), indicates that living costs in Fairbanks for Fall, 1966, were 32 per cent above those in Seattle, Washington.

Arizona

- 6 University of Arizona - Entire institution except for College of Medicine.

Arkansas

- 7 Arkansas State University - Entire institution except Junior College Campus at Beebe, Arkansas.
- 8 University of Arkansas - Main campus.
- 9 University of Arkansas at Little Rock - Formerly known as Little Rock University.

California

- 10 California Institute of Technology - Almost without exception faculty members have elected an optional 11-month contract at an annual salary.
- 11 All California State Colleges combined - Data include the 18 campuses combined.
- 12 Defense Language Institute - Faculty personnel are compensated according to Civil Service grades. Data have been reported on their actual basis pending standardization of an appropriate conversion factor.

- 13 Loyola University of Los Angeles - Data exclude Law school and apply to lay faculty only.
- 14 Stanford University - Entire institution except Medical School.
- 15 U.S. Naval Postgraduate School - Pending standardization of an appropriate conversion factor, the formula $9/(10-L)$ was used where L is the annual leave earned during a 10-month academic year and depends on the number of years of government service.
- 16 University of California - Entire institution except schools and colleges of Medicine, Dentistry and Nursing.
- 17 University of California, Medical School - Data apply to Non-Clinical faculty in the Schools of Medicine at San Francisco, Los Angeles, San Diego, Davis and Irvine.
- 18 University of the Pacific - Entire institution except for Dental and Law Schools.
- 19 University of San Diego, College for Women - Data for 1968-69 apply to lay faculty only. Data for 1969-70 include both clerical and lay faculty.
- 20 University of Santa Clara - Data include the entire institution except the School of Sacred Theology and Novitiate and apply to lay faculty only.

Colorado

- 21 Colorado State College - Annual compensation equals academic year salary plus 28 per cent of salary.

Connecticut

- 22 U.S. Coast Guard Academy - Data apply to civilian faculty only. Pending standardization of an appropriate conversion factor, the standard factor of 9/11 was used to convert salaries to the standard academic year.
- 23 University of Bridgeport - Entire university except for College of Nursing, Fones School of Dental Hygiene, Associate Program of Nursing, and Junior College terminal program.
- 24 University of Connecticut - Entire institution except for Schools of Dental Medicine, Medicine and Nursing. Salary data include longevity payments averaging \$235 and \$231 for 1968-69 and 1969-70 respectively.
- 25 Yale University - Entire institution except for the Schools of Medicine, Nursing, and the Institute of Far Eastern Languages.

Delaware

- 26 University of Delaware - Entire institution except for Military Science and Nursing.

District of Columbia

- 27 D.C. Teachers College - Entire institution except LaSalle and Trusdale Laboratory Schools.
- 28 Gallaudet College - Entire institution, except Laboratory and Nursing Schools.
- 29 George Washington University - Entire institution except Schools of Nursing.
- 30 Georgetown University - Entire institution except Medical, Dental, and Nursing schools.
- 31 Howard University - Data for 1968-69 exclude schools of Medicine and Dentistry. Data for 1969-70 also exclude the School of Nursing. The average compensation and average salary published for 1968-69 have been changed and now read \$12,807 and \$11,492 instead of \$12,909 and \$11,584, respectively.

Florida

- 32 Barry College - Data apply to both lay and clerical faculty.
- 33 Jacksonville University - Data are for two terms of a trimester program.
- 34 Pensacola Junior College - A factor of 9/10 was used to convert salaries to the standard academic year. Data for 1968-69 exclude Adult General Education which are included in 1969-70.
- 35 Rollins College - Entire institution except for General and Graduate Studies.
- 36 St. Leo College - Data are for two terms of a trimester program and apply to lay faculty only.
- 37 Stetson University - DeLand Campus only.
- 38 University of Florida, College of Medicine - Data apply to Pre-Clinical Departments.
- 39 University of Miami - Entire institution except Medical, Library and Nursing.
- 40 University of Tampa - Entire institution except McDill AFB Program.

Georgia

- 41 Emory University - College of Arts and Sciences and School of Business Administration.
- 42 Emory University, Medical School - Division of Basic Health Sciences.
- 43 Georgia Institute of Technology - A factor of 1/1.30 was used to convert salaries of faculty members teaching summer school to the standard academic year.

Georgia (Continued)

- 44 University of Georgia - Entire institution except for Agricultural Extension and Experiment Stations, Libraries, Athletic Departments, Extension and Public Service, and Sponsored Research.

Hawaii

- 45 Church College of Hawaii - No data were submitted for individual ranks.
- 46 University of Hawaii - A factor of 1/1.17 has been used to convert 12 month salaries to the standard academic year.

Illinois

- 47 Bradley University - Salaries for two semester and five-week summer session are converted to the 9-month basis by multiplying by .87.
- 48 Chicago City College - Data include all campuses.
- 49 Chicago State College - A 9/10 factor was used to convert 10-month salary to the standard academic year.
- 50 DePaul University - Data include the entire institution except the School of Music and apply to lay faculty only.
- 51 Lewis College - Data apply to both lay and clerical faculty.
- 52 Loyola University - Entire institution except for Schools of Medicine, Dentistry, Nursing and Niles College.
- 53 Northeastern Illinois State College - A 9/10 factor has been used to convert 10-month salaries to the standard academic year.
- 54 Northern Illinois University - Data do not include university schools.
- 55 Northwestern University - Entire institution except Medical and Dental Schools.
- 56 Southern Illinois University - Data include the Carbondale and Edwardsville Campuses and the Vocational Technical Institute. A 9/12 factor was used to convert 12-month salaries to the standard academic year.
- 57 University of Chicago - Entire institution except Medical School.
- 58 University of Illinois - Entire institution (Urbana-Champaign and Chicago Circle) including instructional research, and extension staff.

Indiana

- 59 Earlham College - Entire institution except the School of Religion.

Indiana (Continued)

- 60 Indiana State University - Entire institution including Evansville Campus. Data for 1968-69 have been revised in 1970 to correct the institution's contribution to retirement which had been inadvertently underestimated.
- 61 Indiana University - Bloomington and regional campuses.
- 62 Purdue University - Entire institution including regional campuses.
- 63 St. Mary-of-the-Woods College - Data apply to both lay and clerical faculty.

Iowa

- 64 Iowa State University - Entire institution except research and extensions.
- 65 University of Dubuque-College of Liberal Arts.
- 66 University of Iowa - Entire institution except for Medicine, Dentistry, and Nursing.

Kansas

- 67 Kansas State University - Entire institution except Library, Agricultural Research and extensions.
- 68 Mount St. Scholastica College - Data apply to both lay and clerical faculty.
- 69 St. Benedict's College - Data for 1969-70 apply to both lay and clerical faculty. Data for 1968-69 include lay faculty only.
- 70 University of Kansas - Entire institution except Medical Center located in Kansas City.

Kentucky

- 71 Bellarmine-Ursuline College - Data apply to both lay and clerical faculty.
- 72 Spalding College - Formerly known as Catherine Spalding College. Data apply to lay faculty only.
- 73 University of Kentucky - Colleges and Schools of Arts and Sciences, Agriculture, Business and Economics, Education, Engineering, Home Economics, Law, Architecture, Library Science, and Social Professions.

Louisiana

- 74 Loyola University - Data include the entire institution except the Dental School and apply to lay faculty only.

Maine

- 75 University of Maine - The lowest grade for minimum compensation scale was received in the rank of lecturer.

Maryland

- 76 Salisbury State College - Data do not include Caruthers Campus School.
- 77 Towson State College - Entire institution except graduate program.
- 78 U.S. Naval Academy - Pending standardization of an appropriate conversion factor, the formula $9/(10-L)$ was used where L is the annual leave earned during a 10-month academic year and depends on the number of years of government service.
- 79 University of Maryland - Data include Colleges of Agriculture, Arts and Sciences, Business and Public Administration, Education, Engineering, Home Economics, Physical Education, School of Architecture, and Library and Information Services.

Massachusetts

- 80 Boston University - Data do not include School of Medicine, Dentistry, Nursing and Graduate School.
- 81 Harvard University, Pre-Clinical Medical School - Actual salaries for 12 months are 2/10 higher than those shown here.
- 82 Suffolk University - Colleges of Liberal Arts and Sciences and Business Administration.
- 83 Tufts University - College of Liberal Arts.

Michigan

- 84 University of Detroit - Data exclude Dentistry and apply to lay faculty only.

Minnesota

- 85 Mankato State College - Entire institution except campus school.
- 86 St. John's University - Entire institution except for preparatory school.
- 87 University of Minnesota - Entire institution except for the College of Medical Sciences, School of Dentistry, General Extension Division, Sub-Collegiate Instruction and Libraries.

Mississippi

- 88 University of Mississippi - Oxford campus only.

Missouri

- 89 Central Methodist College - Data for 1968-69 were obtained from a chapter poll with 90 per cent faculty participation.
- 90 Drury College - Data do not include graduate program.
- 91 Fontbonne College - Data apply to both lay and clerical faculty.

Missouri (Continued)

- 92 Junior College District of St. Louis - Data include Florissant Valley, Forest Park, and Meramec Community Colleges.
- 93 Missouri State Colleges - Data includes all institutions except for residence centers at West Plain and Independence.
- 94 St. Louis University - Entire institution except Schools of Medicine, Dentistry, Nursing, Theology, Philosophy and Letters. Data apply to lay faculty only.
- 95 University of Missouri - Columbia, Kansas City, Rolla, and St. Louis campuses. Data do not include the non-vested retirement benefit, currently 7 per cent of salary.

Montana

- 96 Eastern Montana College - Because of a unique leave system, a factor of 0.9 is used to convert "calendar year" salaries to a 9-month basis.

Nebraska

- 97 Creighton University - Data include Schools of Art and Sciences, Business Administration, Law and Pharmacy, and apply to lay faculty only.
- 98 University of Nebraska - Entire institution except for 12-month appointments, Colleges of Medicine, Dentistry, and the University of Nebraska at Omaha.
- 99 University of Nebraska at Omaha - Formerly known as Municipal University of Omaha.

Nevada

- 100 University of Nevada, Las Vegas - Formerly known as Nevada Southern University.

New Hampshire

- 101 Dartmouth - Data obtained from a chapter poll with 70 per cent of faculty participation.
- 102 University of New Hampshire - Entire institution except for Thompsons' School of Applied Science.

New Jersey

- 103 Fairleigh Dickinson University - Entire institution except Graduate and Dental Schools.
- 104 Newark College of Engineering - Entire institution except the Graduate Division.
- 105 Rutgers State University - Entire institution except Medical School, College of Nursing, and University Colleges.

New Mexico

- 106 University of New Mexico - Entire institution except Medical School.

New York

- 107 Adelphi University - Entire institution except University College and School of Nursing.
- 108 CUNY-Kingsborough Comm. College - Data for 1968-69 which inadvertently included some administrative personnel have been revised in 1970.
- 109 CUNY-Queensborough Comm. College - Data for 1969-70 do not include retro-active salary increments for that year.
- 110 Columbia University - Data do not include College of Physicians and Surgeons, School of Dental and Oral Surgery, Nursing and Public Health.
- 111 Cornell University - Endowed Colleges which include Architecture, Arts and Sciences, Business, Engineering, Hotel Administration and Law.
- 112 Cornell University - Contract Colleges - Data include Colleges of Agriculture, Human Ecology, Veterinary Medicine, and Industrial and Labor Relations, General Experimental Station.
- 113 Fordham University - Data apply to lay faculty only.
- 114 Long Island University - Entire institution except for Brooklyn College of Pharmacy.
- 115 Nazareth College of Rochester - Data for 1968-69 which included 12 months salaries on their actual basis have been revised in 1970. Data apply to lay faculty only.
- 116 New York University - Entire institution except Medical, Dental and School of Continuing Education.
- 117 Niagara University - Data for 1968-69 include Nursing. Both years apply to lay faculty only.
- 118 Rosary Hill College - Data for 1968-69 apply to lay faculty only.
- 119 St. Bonaventure - Entire institution except for Schools of Theology and Department of Elementary Education.
- 120 St. John's University - Data apply to both clerical and lay faculty.
- 121 Syracuse University - Entire institution except University College, Utica College, and State College of Forestry.
- 122 University of Rochester - River Campus Colleges and Eastman School of Music.

North Carolina

- 123 Brevard College - Academic ranks have recently been instituted.
- 124 Duke University - Data for 1968-69 exclude Divinity, Forestry and Law.
- 125 East Carolina University - Entire institution except Off-Campus Branches.
- 126 North Carolina Central University - Formerly known as North Carolina College at Durham.
- 127 Salem College - Data do not include School of Music.
- 128 University of North Carolina at Asheville - Formerly known as Asheville-Biltmore College.
- 129 University of North Carolina, Chapel Hill - Entire institution except Division of Health Sciences.
- 130 University of North Carolina at Wilmington - Formerly known as Wilmington College.
- 131 Wake Forest University - Entire institution except Medical School.

Ohio

- 132 Air Force Institute of Technology - Pending standardization of an appropriate conversion factor, the formula $9/(10-L)$ was used where L is the annual leave earned during a 10-month academic year and depends on the number of years of government service.
- 133 Antioch College - Entire institution except for Antioch Putney Graduate School of Education and overseas centers.
- 134 Bowling Green State University - Data include Bowling Green and Firelands Campuses. The institution's retirement contribution is based on the average actuarial cost of providing specified benefits, including guaranteed minimum income for those with three years of covered service in the last ten years before retirement.
- 135 Capital University - Liberal Arts College of Arts and Sciences only.
- 136 Case Western Reserve - Data excludes Dentistry and Medicine.
- 137 Cleveland State University - Payments for medical and life insurance were inadvertently underestimated, the data for 1968-69 has been revised. As a result the overall average compensation now reads \$12,682 instead of \$12,401. The letter grade of average compensation in the rank of assistant professor was also changed from A to AA. Both years exclude academic centers.
- 138 Edgewood College - Formerly known as Our Lady of Cincinnati College. Data for 1969-70 apply to lay faculty only. Data for 1968-69 include both lay and clerical faculty.

Ohio (Continued)

- 139 Hebrew Union College - Entire institution including New York and Los Angeles branches.
- 140 Kent State University - Main campus only.
- 141 Miami University - Entire institution except Middletown and Hamilton campuses. Data are for two terms of a "trimester" program.
- 142 Ohio State University - Data for both 1969-70 and 1968-69 include the entire institution except for Colleges of Dentistry, Medicine and Veterinary Medicine. Data submitted in 1968-69 included only those faculty on State funds and have been revised this year to include the same reporting units as those for 1969-70.
- 143 University of Cincinnati - Entire institution except two-year colleges, Medicine, Nursing and Health.
- 144 Wittenberg University - Entire institution except Wittenberg College, School of Music, and Hamma School of Theology.

Oklahoma

- 145 Oklahoma State University - Entire institution except College of Veterinary Medicine, Technical Institute(Oklahoma City), and School of Technical Training (Okmulgee)
- 146 University of Oklahoma - Entire institution except for Medical Center at Oklahoma City.

Pennsylvania

- 146a Carlow College - Formerly known as Mount Mercy College. Data apply to lay faculty only.
- 147 Dropsie College - Since the institution has only 8 full-time faculty, no overall scale grades have been assigned.
- 148 Moravian College - Liberal Arts College.
- 149 St. Joseph's College - Undergraduate Day College. Data apply to lay faculty.
- 150 St. Vincent College - Data for 1968-69 include Athletic Director and Librarians which are excluded in 1969-70. Data apply to lay faculty only.
- 151 Temple University - Data for 1968-69 exclude Medical, Technical and Nursing Schools. Data for 1969-70 also exclude Dental.
- 152 University of Pennsylvania - Entire institution except for Schools of Medicine, Dentistry, Veterinary Medicine, Nursing and Allied Medical Professions.

Puerto Rico

- 153 Catholic University of Puerto Rico - Entire institution except Nursing and Medical Technology Departments. Data apply to lay faculty only. For both years the rank of Lecturer received the lowest grade in minimum and average compensation scales.
- 154 University of Puerto Rico - Entire institution except for Medical Sciences Campus.

South Carolina

- 155 Erskine College - Entire institution except for Erskine Theological Seminary.
- 156 University of South Carolina - The following factors, 81.8 and 87.5, have been used to convert 11-12 and 10 1/2 month salaries, respectively.

South Dakota

- 157 Dakota State College - Formerly known as General Beadle State College.
- 158 South Dakota State University - Data for 1968-69 are not comparable to those reported for 1969-70.

Tennessee

- 159 Belmont College - Data apply to 9-month contracts.
- 160 University of Tennessee - Formerly known as University of Chattanooga.
- 161 University of Tennessee (Knoxville) - Colleges at Knoxville.
- 162 University of Tennessee (Medical Schools) - Data include Medicine, Dentistry, Pharmacy and Nursing.
- 163 Vanderbilt University - Colleges of Arts & Science and Graduate School.

Texas

- 164 Episcopal Theological Seminary - Data for 1968-69 have been revised in 1970. The standard factor of 9/11 has been used to convert 11-12 month salaries to a 9-month basis.
- 165 Permian College - Formerly known as Odessa College. Data include Odessa and Midland Colleges. A 9/10 1/2 factor has been used to convert 12-month salaries to the standard academic year.
- 166 Texas A&M University - A factor of 9/12 has been used to convert 12-month salaries to the standard academic year.
- 167 Texas Christian University - The following factors, 81.8 and 83.9, have been used to convert salaries to the standard academic year. Data do not include Harris College of Nursing.

Texas (Continued)

- 168 University of Texas - Data apply to full-time equivalents.
169 Wharton County Jr. College - Academic ranks have recently been instituted.

Utah

- 170 Utah State University - Data exclude Snow College.

Vermont

- 171 Castleton State College - Data for 1968-69 apply to full-time equivalents.
172 University of Vermont - Data for 1968-69 exclude 11-12 month appointments.

Virginia

- 173 Old Dominion University - Entire institution except Divisions of Technology and Continuing Education.
174 Virginia Commonwealth University - Entire institution except clinical faculty at Health Sciences Division.

Washington

- 175 University of Washington - Entire institution except for Health Services.
Data apply to full-time equivalents.

West Virginia

- 176 Alderson-Broaddus College - A factor of 9/10 was used to convert 10-month salaries to the standard academic year.
177 Fairmont State College - Data for 1969-70 exclude Nursing School.
178 Glenville State College - The following factors: 9/12 and 9/10 have been used to convert 12-month and 10-month salaries respectively.

Wisconsin

- 179 Marquette University - Data include Liberal Arts, Business Administration, Engineering, Law, Journalism, and Speech and apply to lay faculty only.
180 Stout State University - Exclude branch campus.
181 University of Wisconsin - Entire institution excluding Medical, Nursing and Laboratory Schools.

Wyoming

- 182 University of Wyoming - A factor of 10/12 was used to convert salaries to the standard academic year.

- 183 American University of Beirut - U.S. Citizens are exempt from U.S. income tax after satisfying certain residence requirements. Data include the entire institution except Medical Science.
- 184 Canal Zone College - Since the institution has only one full-time faculty member in the rank of professor, no overall grade has been assigned. The salary for the full professor has been included in determining the overall average salary and average compensation.

APPENDIX II

Arizona

- 1 Maricopa County Junior College District - Data include Glendale Community College, Maricopa Technical College, Mesa Community College and Phoenix College.

California

- 2 Los Angeles City Junior College District - Data include the seven Junior Colleges of the Los Angeles District.
- 3 Los Rios Junior College District - Data include American River College, Placerville Campus and Sacramento City College.
- 4 San Bernardino Junior College District - Formerly known as San Bernardino Valley College.
- 5 San Mateo Junior College - Formerly known as College of San Mateo.

Colorado

- 6 Mesa College - Data do not include the Rangeley Branch.

Illinois

- 7 Prairie State College - Although the institution has a ranking system, salaries are related to years of service and qualifications rather than the usual rank designation. Data in 1968-69 were published in Appendix I.

Maryland

- 8 Montgomery Junior College - Although the institution has a system of academic ranks, salaries are related to years of service and educational qualification rather than to a rank designation.
- 9 Prince George's Community College - Although the institution has a system of academic ranks, salaries are related to years of service and educational qualification rather than to a rank designation.

Missouri

- 10 Metropolitan Junior College District - Data include Longview, Maple Woods and Pennsylvania Valley Community Colleges.

Texas

- 11 San Jacinto College - Data submitted not in suitable form for this survey.

Wisconsin

- 12 Milwaukee Technical College - Formerly known as Milwaukee Institute of Technology.

END 12-11-70